Industrial Relations LAW REPORTS

6 YEAR INDEX

(September 1972 to December 1977)

Industrial Relations LAW REPORTS

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Subscriptions to Industrial Relations Law Reports are £53 per annum: £45 for subscribers to Industrial Relations Review and Report. For further details please contact our Marketing Department.

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Eclipse Publications Ltd.
Design:
Michael Daley

Photosetting:
VDU Characters Ltd.
Printing:
Unwin Brothers Ltd.

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67 Maygrove Road, London, NW6 2EJ
Tel: 01-328 4751/2/3/4/5/6

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6 YEAR INDEX

This index is to cases reported in the first six volumes of Industrial Relations Law Reports (1972 September to December, 1973, 1974, 1975, 1976 and 1977). The index is divided into four sections — the Casemark Reference System, an Alphabetical Index to Cases Reported, a Reverse Alphabetical Index to Cases Reported, and a Cumulative Index of Cases Reported. With the aid of this comprehensive six-year index, therefore, readers will be able to refer readily to either a particular case or a group of cases on the same or related issues.

The Casemark Reference System (p.2)

IRLR's unique casemark reference system breaks down the main issues under relevant jurisdictions into numerical references. Each separate jurisdiction is identified by a number in the one hundreds — for example, 200 Unfair Dismissal. Under that main head, major issues are referred to by numbers in the tens — eg, 230 — 239 Reason for dismissal. This range is then sub-divided into various aspects — eg, 234 Conduct. Where appropriate, there is a further breakdown to one decimal place according to particular issues — eg, 234.3 Refusal to co-operate with management. In some cases where the issue can be specified still further, the reference goes to two decimal places — eg, 234.36 Refusal to obey an order. The Casemark system is used regularly in IRLR to identify the key issues in the cases reported.

Alphabetical Index to Cases Reported (p.4)

The alphabetical index to cases reported lists all cases alphabetically under the name of the applicant or appellant. The reference beside each entry gives the year and page number at which the case was reported. Industrial Tribunal cases are shown in medium type; all others are in italics.

Reverse Alphabetical Index to Cases Reported (p.8)

The reverse alphabetical index to cases reported lists all cases alphabetically under the name of the respondent. The reference beside each entry gives the year and page number at which the case was reported. Industrial Tribunal cases are shown in medium type; all others are in italics.

Cumulative Index of Cases (p.13)

Using the Casemark reference system, the cumulative index lists cases reported under key issues. It follows the same order as Casemark, starting with Contracts of Employment. To use the cumulative index, you will first need to refer to Casemark to establish the numerical reference of the issue with which you are concerned. For example, if you want to refer to cases dealing with employees who have been dismissed for lateness, you would look first under the main unfair dismissal head, then under reason for dismissal, then conduct and finally under attendance where you would find lateness numbered 234.11. Looking then at the cumulative index under 234.11 Reason for dismissal — Conduct — Attendance — Lateness, you will find listed all the cases concerning lateness that we have reported in the past six years. These appear in year order beginning with 1977. For each year, the cases are then listed in numerical page order beginning with p. 1. Once again, Industrial Tribunal cases appear in medium type and all other cases in italic.

As many cases involve more than one issue, a particular case may well appear in the cumulative index under more than one heading.

Using the Index

If you want to refer to a particular case and you know the name of the case, then the alphabetical index to cases will indicate if and where we reported the case in IRLR. If you are not sure of the name of the case but know the issue with which it dealt, then by first referring to Casemark as described above, you could use the cumulative index to find the report of the case.

If you wish to refer to all the cases that we have reported on a specific issue, then you should refer to the cumulative index.

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224.2 Was employee dismissed? — Employer repudiation/constructive dismissal — Change in job content
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Coleman v S and W Baldwin [1977] IRLR 342
Scott v Aveling Barford Ltd [1977] IRLR 419
Edgell v Lloyd's Register of Shipping [1977] IRLR 463
Stewart v Swan Hunter Shipbuilders Ltd [1975] IRLR 143
Middlemass v Greenwood & Batley Ltd [1972] IRLR 3
Bex v Securicor Transport Ltd [1972] IRLR 68

224.3 Was employee dismissed? — Employer repudiation/constructive dismissal — Change in pay or fringe benefits
Industrial Rubber Products v Gillon [1977] IRLR 389
Theedom v British Railways Board [1976] IRLR 137
Graham v Glenrothes Time Switch [1975] IRLR 43
Durrant and anor v Clariston Clothing Ltd [1974] IRLR 360
Middlemass v Greenwood & Batley Ltd [1972] IRLR 3
McAulay v Cementation Chemicals Ltd [1972] IRLR 71

224.4 Was employee dismissed — Employer repudiation/constructive dismissal — Change in place of work
Express Lift Co Ltd v Bowles [1977] IRLR 99
Grace and anor v Northgate Group Ltd [1972] IRLR 53
Aldridge v Dredging & Construction Ltd [1972] IRLR 67

224.5 Was employee dismissed? — Employer repudiation/constructive dismissal — Change in hours of work
Singh v British Steel Corporation [1974] IRLR 131
Forester v Charcon Products Ltd [1974] IRLR 308
Spencer Jones v Timmens Freeman [1974] IRLR 325
Muggridge and anor v East Anglia Plastics Ltd [1973] IRLR 163

224.6 Was employee dismissed? — Employer repudiation/ constructive dismissal — Employee's safety
Pagano v HGS [1976] IRLR 9
Fanshaw v Robinsons & Sons [1975] IRLR 165

224.9 Was employee dismissed? — Employer repudiation/constructive dismissal — Other circumstances entitling the employee to terminate
The Gaelic Oil Co Ltd v Hamilton [1977] IRLR 27
Garner v Grange Furnishing Ltd [1977] IRLR 206
Wetherall (Bond St W1) Ltd v Lynn [1977] IRLR 333
Bosworth v Angus Jowett & Co Ltd [1977] IRLR 374
Wood v Freeloader Ltd [1977] IRLR 455
MacNeilage v Arthur Roye (Turf Accountants) Ltd [1976] IRLR 88
Associated Tyre Specialists (Eastern) Ltd v Waterhouse [1976] IRLR 386
Isle of Wight Tourist Board v Coombes [1976] IRLR 413
Bariamis v John Stephen of London Ltd [1975] IRLR 237
Hanlon v Allied Breweries UK Ltd [1975] IRLR 321
Wares v Caithness Leather Products Ltd [1974] IRLR 162

225 Was employee dismissed? — Frustration of contract
Hart v A R Marshall & Sons (Bulwell) Ltd [1977] IR LR 51
Waudby vHFM (Transport) Co Ltd [1976] IRLR 35
Spencer v Paragon Wallpapers Ltd [1976] IRLR 373
The Egg Stores (Stamford Hill) Ltd v Leibovici [1976] IRLR 376
Hare v Murphy Brothers [1974] IRLR 342

226 Date of termination
Jackson v Fox Maintenance Ltd [1977] IRLR 246
Fox Maintenance Ltd v Jackson [1977] IRLR 306
Jeffrey v Laurence Scott & Electromotors Ltd [1977] IRLR 466
Vaughan v Ministry of Defence [1976] IRLR 90
Hackwood v Benross Trading [1975] IRLR 2
Lees v Arthur Greaves (Lees) Ltd [1974] IRLR 93
Goldsmith v RIBA Services [1974] IRLR 176
Bumpus v Standard Life [1974] IRLR 232
Heath v J F Longman (Meat Salesman) Ltd [1973] IRLR 214
MacDonald v South Cambridgeshire RDC [1973] IRLR 308
Dedman v British Building & Engineering Appliances [1973] IRLR 379
Brindle v H W Smith (Cabinets) Ltd [1972] IRLR 125

226.1 Date of termination — Termination by notice
Lees v Arthur Greaves (Lees) Ltd [1973] IRLR 59

226.2 Date of termination — Termination without notice
Dixon v Stenor Ltd [1973] IRLR 28
Penrose v Fairey Surveys Ltd [1973] IRLR 28

230 Reason for dismissal
Patterson v Messrs Bracketts [1977] IRLR 137
Gayle v John Wilkinson & Sons (Saltley) Ltd and TGWU [1977] IRLR 208

W Devis & Sons Ltd v Atkins [1977] IRLR 315 — House of Lords
W Devis & Sons Ltd v Atkins [1976] IRLR 428 — CA
Carlin v St Cuthbert's Co-operative Association [1974] IRLR 188
Abernethy v Mott Hay & Anderson [1974] IRLR 213

231 No reason for dismissal shown: evidence
Hendry v Scottish Liberal Club [1977] IRLR 5
Bristol Channel Ship Repairers Ltd v O'Keefe and ors and Lewis [1977] IRLR 13
Cook v Thomas Linnell & Sons Ltd [1977] IRLR 132
Nelson v British Broadcasting Corporation [1977] IRLR 148
Paterson v Barratt Developments (Aberdeen) Ltd [1977] IRLR 214
Industrial Rubber Products v Gillon [1977] IRLR 389
Haspell v Rostron & Johnson Ltd [1976] IRLR 50
Sibun v Modern Telephones Ltd [1976] IRLR 81
Johnson v Tesco Stores Ltd [1976] IRLR 103
Singh v Higgs & Hill Ltd [1976] IRLR 116
Bates Farms & Dairy Ltd v Scott [1976] IRLR 214
Trust Houses Forte Leisure Ltd v Aquilar [1976] IRLR 251
Ferodo Ltd v Barnes [1976] IRLR 302
Associated Tyre Specialists (Eastern) Ltd v Waterhouse [1976] IRLR 386
Chriss v John Lichfield [1975] IRLR 28
Litster v M Thom [1975] IRLR 47
Jury v Jones Stroud [1975] IRLR 56
King v Webb's Poultry Products (Bradford) [1975] IRLR 135
Dunbar v Ford Motor Co [1975] IRLR 178
Woods v Olympic Aluminium Co Ltd [1975] IRLR 356
Lomax v Ladbroke Racing [1975] IRLR 363
Mercia Rubber Mouldings v Lingwood [1974] IRLR 82
Maris v Rotherham CBC [1974] IRLR 147
Wares v Caithness Leather Products [1974] IRLR 162
Field v Pirelli General Cable Works [1974] IRLR 230
Bumpus v Standard Life [1974] IRLR 232
Betts v D Beresford [1974] IRLR 271
Durrant v Baker Oil Tools [1974] IRLR 290
O'Connor v MacPherson Brothers [1974] IRLR 303
Pearman v J I Case [1974] IRLR 309
Kendrick v Aerduct Productions Ltd [1974] IRLR 322
Spencer Jones v Timmens Freeman [1974] IRLR 325
Yates v British Leyland [1974] IRLR 367
O'Brien v International Harvester [1974] IRLR 374
Raynor v Remploy Ltd [1973] IRLR 3
Price v Gourley Brothers Ltd [1973] IRLR 11
Hancock v British Road Services [1973] IRLR 42
Coleman v Tolemans Delivery Service Ltd [1973] IRLR 67
Castledine v Rothwell Engineering Ltd [1973] IRLR 99
Whitaker v Milk Marketing Board [1973] IRLR 100
Penprase v Mander Brothers Ltd [1973] IRLR 167
Ellerker v Waudbys of Wetherby Ltd [1973] IRLR 195
Harris & Russell Ltd v Slingsby [1973] IRLR 221
Morris v Gestetner Ltd [1973] IRLR 226
Rigby v British Steel Corporation [1973] IRLR 241
Jackson v E Bennett & Son (Textiles) Ltd [1973] IRLR 294
Middlemass v Greenwood & Batley Ltd [1972] IRLR 3
Beaton v Anglo Continental School of English [1972] IRLR 42
McShane v L Rifkin (Liverpool) Ltd [1972] IRLR 51
Mathieson v W J Noble & Son Ltd [1972] IRLR 76

232 Reason for dismissal — Capability
Dunbar v Ford Motor Co [1975] IRLR 178
Abernethy v Mott Hay & Anderson [1973] IRLR 123

232.1 Reason for dismissal — Capability — Skill/competence
Cook v Thomas Linnell & Sons Ltd [1977] IRLR 132
Patterson v Messrs Bracketts [1977] IRLR 137
Post Office v Mughal [1977] IRLR 178
Paterson v Barratt Developments (Aberdeen) Ltd [1977] IRLR 214
Forsyth v Fry's Metals Ltd [1977] IRLR 243
Mansfield Hosiery Mills Ltd v Bromley [1977] IRLR 301
Coward v John Menzies (Holdings) Ltd [1977] IRLR 428
Silverstone v ECI (Midlands) Ltd [1976] IRLR 7
Haspell v Rostron & Johnson Ltd [1976] IRLR 50
Sibun v Modern Telephones Ltd [1976] IRLR 81
Bates Farms & Dairy Ltd v Scott [1976] IRLR 214
Lowndes v Specialist Heavy Engineering [1976] IRLR 246
Littlewoods Organisation Ltd v Egenti [1976] IRLR 334
Bradley v Opperman Gears [1975] IRLR 13
Graham v Glenrothes Time Switch [1975] IRLR 43
Kendrick v Concrete Pumping [1975] IRLR 83
Hathaway v FWD Builders Merchants [1975] IRLR 108
Stewart v Swan Hunter Shipbuilders [1975] IRLR 143
Davison v Kent Meters [1975] IRLR 145
Day v Diemer & Reynolds [1975] IRLR 298
Singh v Lyons Maid [1975] IRLR 328
Hamblin v London Borough of Ealing [1975] IRLR 354
Woods v Olympic Aluminium Co Ltd [1975] IRLR 356
Turner v Wadham Stringer Commercials [1974] IRLR 83
Hopper v Feedex [1974] IRLR 99
Ramsay v W B Anderson & Sons Ltd [1974] IRLR 164
Evans v George Galloway & Co [1974] IRLR 167
Okereke v The Post Office [1974] IRLR 170
O'Hagan v Firestone [1974] IRLR 226
Williams v Mortimer Fashions [1974] IRLR 300
Raynor v Remploy Ltd [1973] IRLR 3
Woodward v Beeston Boiler Co Ltd [1973] IRLR 7
Fox v Findus Ltd [1973] IRLR 8
Price v Gourley Brothers Ltd [1973] IRLR 11
Tobin v Sika Contracts Ltd [1973] IRLR 12
Lancaster v Anchor Hotels and Taverns Ltd [1973] IRLR 13
Lloyd v Scottish Co-operative Wholesale Society Ltd [1973] IRLR 45
Duncan v Scottish Farmers Dairy Co Ltd [1973] IRLR 48
Greenhalgh v Exors of James Mills Ltd [1973] IRLR 78
Fletcher v Photo Precision [1973] IRLR 80
Castledine v Rothwell Engineering Ltd [1973] IRLR 99
Welsh v Associated Steels and Tools Co Ltd [1973] IRLR 111
Wiggins v The Lewis Shops Group [1973] IRLR 114 (see also [1973] IRLR 205)
Winterhalter Gastronom v Webb [1973] IRLR 120
The Lewis Shops Group Ltd v Wiggins [1973] IRLR 205 (see also [1973] IRLR 114)
Judge International Ltd v Moss [1973] IRLR 208
Tiptools v Curtis [1973] IRLR 276
Draper v Kraft Foods Ltd [1973] IRLR 328
Burrows v Ace Caravan Co (Hull) Ltd [1972] IRLR 4
Butler v J Wendon & Son [1972] IRLR 15
Hewitson v Anderton Springs Ltd [1972] IRLR 56
Lumb v Charcon Pipes Ltd [1972] IRLR 73
Jones v GEC Elliott Automation Ltd [1972] IRLR 111

232.2 Reason for dismissal — Capability — Health
George v Beecham Group [1977] IRLR 43
Hart v A R Marshall & Sons (Bulwell) Ltd [1977] IRLR 51
Patterson v Messrs Bracketts [1977] IRLR 137
East Lindsey District Council v Daubney [1977] IRLR 181
Williamson v Alcan (UK) Ltd [1977] IRLR 303
The Post Office v Jones [1977] IRLR 422
Finch v Betabake (Anglia) Ltd [1977] IRLR 470
Liverpool Area Health Authority v Edwards [1977] IRLR 471
Anderson v Nairn Floors Ltd [1976] IRLR 2
Yates v Post Office Telephones [1976] IRLR 55
Singh-Deu v Chloride Metals Ltd [1976] IRLR 56
Marder v ITT Distributors Ltd [1976] IRLR 105
Bowden v The Post Office [1976] IRLR 169
Spencer v Paragon Wallpapers Ltd [1976] IRLR 373
The Egg Stores (Stamford Hill) Ltd v Leibovici [1976] IRLR 376
Coulson v Felixtowe Dock & Railway Co [1975] IRLR 11
11
Merseyside & North Wales Electricity Board v Taylor [1975] IRLR 60
Normanton v Southalls (Birmingham) [1975] IRLR 74
Pascoe v Hallen & Medway [1975] IRLR 116
Todd v North Eastern Electricity Board [1975] IRLR 130
McPhee v George H Wright [1975] IRLR 132
Crampton v Dacorum Motors Ltd [1975] IRLR 168
Ali v Tillotsons Containers [1975] IRLR 272
Hardwick v Leeds Area Health Authority [1975] IRLR 319
Kyte v GLC [1974] IRLR 8
Kerr v Atkinson Vehicles (Scotland) Ltd [1974] IRLR 36
Reeves v Wm Kingham & Sons [1974] IRLR 142
Folan v Huddersfield Corporation [1974] IRLR 145
Luckings v May & Baker [1974] IRLR 151
Smith v Cameron & Campbell [1974] IRLR 180
Tan v Berry Brothers [1974] IRLR 244
Jeffries v BP Tankers [1974] IRLR 260
Moore v CEGB [1974] IRLR 296
Megennis v Stephen Austin [1974] IRLR 357
Case v Group 4 Total Security [1974] IRLR 368
Allan v F W Farnsworth [1974] IRLR 370
Ahearn v National Coal Board [1974] IRLR 372
O'Brien v International Harvester [1974] IRLR 374
Casey v Joseph Dawson Ltd [1973] IRLR 15
Fitzpatrick v Hobourn Eaton (Manufacturing) Co Ltd [1973] IRLR 17
Burdekin v Dolan Corrugated Containers Ltd [1972] IRLR 9
Field v Leslie & Godwin Ltd [1972] IRLR 12
Wilson v Weatherseal Windows Ltd [1972] IRLR 13
Chadwick v Rochdale Brick Co Ltd [1972] IRLR 52
James v H G Bainbridge [1972] IRLR 52
Taylor v C G Southcott & Co Ltd [1072] IRLR 78

232.3 Reason for dismissal — Capability — Aptitude
Blackman v The Post Office [1974] IRLR 46
Abernethy v Mott Hay and Anderson [1974] IRLR 213
O'Hagan v Firestone [1974] IRLR 226
Whitaker v Milk Marketing Board [1973] IRLR 100
A J Dunning & Sons (Shopfitters) Ltd v Jacomb [1973] IRLR 206
Judge International Ltd v Moss [1973] IRLR 208
Anderson v British Uralite [1973] IRLR 292

232.4 Reason for dismissal — Capability — Physical
Buckhurst v W & C French Construction Ltd [1972] IRLR 11
Parrott v Yorkshire Electricity Board [1972] IRLR 75

232.5 Reason for dismissal — Capability — Mental
Abernethy v Mott Hay and Anderson [1974] IRLR 213
A J Dunning & Sons (Shopfitters) Ltd v Jacomb [1973] IRLR 206

233 Reason for dismissal — Qualifications
Singh v London Country Bus Services [1976] IRLR 176
Blackman v The Post Office [1974] IRLR 46
Davis v Swift Automobiles Ltd [1972] IRLR 55

233.2 Reason for dismissal — Qualifications — Technical
Hewitson v Anderton Springs Ltd [1972] IRLR 56

233.3 Reason for dismissal — Qualifications — Professional
Litster v M Thom [1975] IRLR 47

234 Reason for dismissal — Conduct
Johnson v Tesco Stores Ltd [1976] IRLR 103
Ferodo Ltd v Barnes [1976] IRLR 302

234.1 Reason for dismissal — Conduct — Attendance
Silverstone v ECI (Midlands) Ltd [1976] IRLR 7
Yates v Post Office Telephones [1976] IRLR 55
Burns v Ideal Timber [1975] IRLR 19
Sewell v Ford Motor Co [1975] IRLR 25
Graham v Anthony Todd (Haulage) [1975] IRLR 45
Esson v LTE [1975] IRLR 48
Miller v S T H Rafique [1975] IRLR 70
Normanton v Southalls (Birmingham) [1975] IRLR 74
Hathaway v FWD Builders Merchants [1975] IRLR 108
Willcox v Hants & Sussex Aviation [1975] IRLR 133
Pringle v Lucas Industrial Equipment [1975] IRLR 266
Wells v E & A West [1975] IRLR 269
Ali v Tillotsons Containers [1975] IRLR 272
McQuade v Scotbeef [1975] IRLR 332
Kerr v Atkinson Vehicles (Scotland) Ltd [1974] IRLR 36
Moreton v Selby Protective Clothing [1974] IRLR 269
Mooney v Rowntree Mackintosh [1974] IRLR 277
Yeats v Fairey Winches [1974] IRLR 362
O'Brien v International Harvester [1974] IRLR 374
Roustoby v British Cocoa Mills [1973] IRLR 103
Williams v Loyds Retailers [1973] IRLR 262
Stanton v Woolfenden's Cranes Ltd [1972] IRLR 82
Mawson v Leadgate Engineering Ltd [1972] IRLR 105

234.11 Reason for dismissal — Conduct — Attendance — Lateness
Hallett and anor v MAT Transport Ltd [1976] IRLR 5

234.13 Reason for dismissal — Conduct — Attendance — Clocking offences
Meridian Ltd v Gomersall and anor [1977] IRLR 425
Dalton v Burton's Gold Medal Biscuits [1974] IRLR 45

234.15 Reason for dismissal — Conduct — Attendance — Absenteeism
The Post Office v Jones [1977] IRLR 422
Bowden v The Post Office [1976] IRLR 169
Newalls Insulation Ltd v Blakeman [1976] IRLR 303
Moore v CEGB [1974] IRLR 296
Ahearn v National Coal Board [1974] IRLR 372
Schembri v Scot Bowyers Ltd [1973] IRLR 110
Clapton v Ketton Foundry Co Ltd [1972] IRLR 48

234.16 Reason for dismissal — Conduct — Attendance — Refusal to work hours requested
Deegan v T T Norman & Sons Ltd [1976] IRLR 139
Hedger v Davy & Co [1974] IRLR 138
Gillanders v Riding Hall Carpets Ltd [1974] IRLR 327
Pengilly v North Devon Farmers Ltd [1973] IRLR 41

234.17 Reason for dismissal — Conduct — Attendance — Unauthorised leaving of job site
Donald Cook & Son Ltd v Carter [1977] IRLR 88
City of Edinburgh District Council v Stephen [1977] IRLR 135
Lindsay v Fife Forge Co. Ltd [1976] IRLR 47
Brennan and anor v Ellward (Lancs) Ltd [1976] IRLR 378
Clarkson v Brown, Muff & Co [1974] IRLR 66
Raymond v Sir Lindsay Parkinson & Co Ltd [1974] IRLR 298

Rennie v Eric Bemrose Ltd [1974] IRLR 334
Ross v Aquascutum Ltd [1973] IRLR 107
Dixon v John Laing Construction Ltd [1972] IRLR 45
Maxwell v Grimwood Heating Elements Ltd [1972] IRLR 81

234.18 Reason for dismissal — Conduct — Attendance — Unauthorised absence
Thornton v Champion Associated Weavers Ltd [1977] IRLR 385
Folan v Huddersfield Corporation [1974] IRLR 145

234.2 Reason for dismissal — Conduct — Inadequate performance
Donald Cook & Son Ltd v Carter [1977] IRLR 88
Post Office v Mughal [1977] IRLR 178
Mansfield Hosiery Mills Ltd v Bromley [1977] IRLR 301
Silverstone v ECI (Midlands) Ltd [1976] IRLR 7
Moore v Aluminium Platers (Leeds) Ltd [1976] IRLR 23
Lindsay v Fife Forge Co Ltd [1976] IRLR 47
Da Costa v Optolis [1976] IRLR 178
Lowndes v Specialist Heavy Engineering [1976] IRLR 246
Alidair Ltd v Taylor [1976] IRLR 420
Graham v Glenrothes Time Switch [1975] IRLR 43
Sherrad v Tangye-Epco [1975] IRLR 106
Hathaway v FWD Builders Merchants [1975] IRLR 108
Davison v Kent Meters [1975] IRLR 145
Wells v E & A West [1975] IRLR 269
Day v Diemer & Reynolds [1975] IRLR 298
Sutherland v National Carriers [1975] IRLR 340
Turner v Wadham Stringer Commercials [1974] IRLR 83
Ramsay v W B Anderson & Sons [1974] IRLR 164
Evans v George Galloway & Co [1974] IRLR 167
O'Hagan v Firestone [1974] IRLR 226
Green v Moyses Stevens [1974] IRLR 274
Boobier v Johnsons Cleaners [1974] IRLR 329
Cockcroft v Trendsetter Furniture Ltd [1973] IRLR 6
Bussey v CSW Engineering Ltd [1973] IRLR 9
Duncan v Scottish Farmers Dairy Co Ltd [1973] IRLR 48
Greenhalgh v Exors of James Mills Ltd [1973] IRLR 78
Fletcher v Photo Precision [1973] IRLR 80
Whitaker v Milk Marketing Board [1973] IRLR 100
Ferrie v Western No. 3 District Council [1973] IRLR 162
Tiptools Ltd v Curtis [1973] IRLR 276
Butler v J Wendon & Son Ltd [1972] IRLR 15
Gordon v F Medhurst [1972] IRLR 47
Davis v Swift Automobiles Ltd [1972] IRLR 55
Jones v GEC Elliott Automation Ltd [1972] IRLR 111
Earl v Slater & Wheeler (Airlyne) Ltd [1972] IRLR 115

234.3 Reason for dismissal — Conduct — Refusal to co-operate with management
Rose v Leeds Metal Spinning Co Ltd [1976] IRLR 142
Coendoz v Midland Bank Ltd [1975] IRLR 172
Wells v E & A West Ltd [1975] IRLR 269
Goldsmith v RIBA Services [1974] IRLR 176
O'Connor v MacPherson Brothers [1974] IRLR 306
Biggs v Trend Mills Inc [1973] IRLR 167
James v Waltham Holy Cross UDC [1973] IRLR 202
Holder v D & J Plastics (Croydon) Ltd [1972] IRLR 43
Stanton v Woolfenden's Cranes Ltd [1972] IRLR 82

234.31 Reason for dismissal — Conduct — Refusal to co-operate with management — Refusal to accept change in status, title or grade
Coward v John Menzies (Holdings) Ltd [1977] IRLR 428
Scott v Formica Ltd [1975] IRLR 104
Finnerty v Devro Ltd [1974] IRLR 175
Bumpus v Standard Life [1974] IRLR 232
Durrant v Baker Oil Tools Ltd [1974] IRLR 290
Mawson v Leadgate Engineering [1972] IRLR 105

234.32 Reason for dismissal — Conduct — Refusal to co-operate with management — Refusal to accept change in job content
Worsnip v Hawke Cable Glands Ltd [1975] IRLR 41
Scott v Formica Ltd [1975] IRLR 104
Oliver v Sperry Vickers [1975] IRLR 358
Finnerty v Devro Ltd [1974] IRLR 175
Farnborough v Edinburgh College of Art [1974] IRLR 245
Durrant v Baker Oil Tools Ltd [1974] IRLR 290
Morrison v The Marquess of Exeter [1973] IRLR 74
Cooper v Paterson Candy International Ltd [1972] IRLR 107
Mawson v Leadgate Engineering [1972] IRLR 105

234.33 Reason for dismissal — Conduct — Refusal to co-operate with management — Refusal to accept a change in pay
Scott v Formica Ltd [1975] IRLR 104
Wallace v Biggs Wall & Co [1972] IRLR 17

234.34 Reason for dismissal — Conduct — Refusal to co-operate with management — Refusal to accept a change in place of work
Express Lift Co Ltd v Bowles [1977] IRLR 99
Coward v John Menzies (Holdings) Ltd [1977] IRLR 428
Mordecai v Jacob Beatus Ltd [1975] IRLR 170
Wilson v IDR Construction Ltd [1975] IRLR 260
Roynane v Northern Strip Mining Ltd [1975] IRLR 303
Lloyd v Scottish Co-operative Wholesale Society [1973] IRLR 45
Sutcliffe v Hawker Siddeley Aviation Ltd [1973] IRLR 304
Wicks v Charles Smethurst Ltd [1973] IRLR 327

234.35 Reason for dismissal — Conduct — Refusal to co-operate with management — Refusal to accept change in hours of work
Ellis v Brighton Co-operative Society [1976] IRLR 419
Scott v Formica Ltd [1975] IRLR 104
Robinson v Flitwick Frames Ltd [1975] IRLR 261
Knighton v Henry Rhodes Ltd [1974] IRLR 71
Singh v British Steel Corporation [1974] IRLR 131
Moreton v Selby Protective Clothing Co Ltd [1974] IRLR 269
Spencer Jones v Timmens Freeman [1974] IRLR 325
Gillanders v Riding Hall Carpets Ltd [1974] IRLR 327
Muggridge and anor v East Anglia Plastics Ltd [1973] IRLR 163
Mawson v Leadgate Engineering [1972] IRLR 105

234.36 Reason for dismissal — Conduct — Refusal to co-operate with management — Refusal to obey an order
Courtney v Babcock & Wilcox (Operations) Ltd [1977] IRLR 30
Boychuk v H J Symons Holdings Ltd [1977] IRLR 395
Lawrence v London Borough of Newham [1977] IRLR 396
Page v East Midlands Electricity Board [1975] IRLR 139
Talbot v Hugh M Fulton Ltd [1975] IRLR 52
Greenslade v Hoveringham Gravels Ltd [1975] IRLR 114
Tovey v F & F Robinson Ltd [1975] IRLR 139
Atkin v Enfield Group Hospital Management Committee [1975] IRLR 217
Comer v Cochrane's Landscapes [1975] IRLR 302
Kemp v Robin Knitwear [1974] IRLR 69
London v James Laidlaw & Sons Ltd [1974] IRLR 136
Mazurek v California Dress Co Ltd [1974] IRLR 274
Green v Moyses Stevens Ltd [1974] IRLR 274
Lorenz v Liskeard Engineering [1974] IRLR 365
Hackwood v Seal (Marine) Ltd [1973] IRLR 17
Morrow v Scottish Special Housing Association [1973] IRLR 40
Morrish v Henlys (Folkstone) Ltd [1973] IRLR 61
Morrison v The Marquess of Exeter [1973] IRLR 74
Ryder v Scot Bowyers Ltd [1973] IRLR 109
Schembri v Scot Bowyers Ltd [1973] IRLR 110
Ferrie v Western No. 3 District Council [1973] IRLR 162
Wallace v E J Guy Ltd [1973k] IRLR 175
Ellerker v Waudbys of Wetherby Ltd [1973] IRLR 195
St Anne's Board Mill Co v Brien and ors [1973] IRLR 309
Blower v C G Southcott & Co Ltd [1972] IRLR 78
Walmsley v UDEC Refrigeration Ltd [1972] IRLR 80
Dobson and ors v K P Morritt Ltd [1972] IRLR 99
Hann and anor v Crittall-Hope Ltd [1972] IRLR 102
Connor v Halfords Ltd [1972] IRLR 109

234.37 Reason for dismissal — Conduct — Refusal to co-operate with management — Insubordination
Johns and anor v Trust Houses Forte Ltd [1975] IRLR 36
Lambsdale v HMSO [1975] IRLR 239
Bussey v CSW Engineering Ltd [1973] IRLR 9
McCabe v County of Lanark [1973] IRLR 75
Ferrie v Western No. 3 District Council [1973] IRLR 162
Biggs v Trend Mills Inc [1973] IRLR 169
James v Waltham Holy Cross UDC [1973] IRLR 202
Anderson v British Uralite Ltd [1973] IRLR 292

234.38 Reason for dismissal — Conduct — Refusal to co-operate with management — Use of bad language with supervisors and management
King v Motorway Tyres & Accessories Ltd [1975] IRLR 51
W F Shortland v Chantrill [1975] IRLR 208
Chantrill v W F Shortland Ltd [1974] IRLR 333
Rosenthal v Louis Butler Ltd [1972] IRLR 39
Walters v Top Crust Foods Ltd [1972] IRLR 108

234.4 Reason for dismissal — Conduct — Relationship with other employees
Donald Cook & Son Ltd v Carter [1977] IRLR 88
Boychuk v H J Symons Holdings Ltd [1977] IRLR 395
Lyon and anor v St James Press Ltd [1976] IRLR 215
Charles Letts & Co Ltd v Howard [1976] IRLR 248
Hathaway v FWD Builders Merchants [1975] IRLR 108
Ismond v Nelson Coin Automatics [1975] IRLR 173
Henderson v Masson Scott Thrissell Engineering [1974] IRLR 98
Hopper v Feedex Ltd [1974] IRLR 99
Okereke v The Post Office [1974] IRLR 170
O'Hagan v Firestone [1974] IRLR 226
Coleman v Tolemans Delivery Service Ltd [1973] IRLR 67
Ellerker v Waudbys of Wetherby Ltd [1973] IRLR 195
Gorfin v Distressed Gentlefolks Aid Association [1973] IRLR 290
J C McKinney v Bieganek [1973] IRLR 311
Thornton v S J Kitchin Ltd [1972] IRLR 46
Gordon v F Medhurst [1972] IRLR 47
Dolby v British Hovercraft Corporation Ltd [1972] IRLR 113

234.41 Reason for dismissal — Conduct — Relationship with other employees — Violence
East Herts District Council v Boyten [1977] IRLR 347
Stevenson v Golden Wonder Ltd [1977] IRLR 474
Decres v The Walls Meat Co Ltd [1976] IRLR 20
Bowie v British Leyland UK Ltd [1976] IRLR 48
Sherrier v Ford Motor Co Ltd [1976] IRLR 141
Richards v Bulpitt & Sons [1975] IRLR 134
Hutchins v British Railways Board [1974] IRLR 303
Donnelly v London Brick Co [1974] IRLR 331
Neeffes v Crystal Products Ltd [1972] IRLR 118

234.42 Reason for dismissal — Conduct — Relationship with other employees — Use of bad language
James v Cory Distribution [1977] IRLR 248

234.43 Reason for dismissal — Conduct — Relationship with other employees — Personality conflicts
Treganowan v Robert Knee [1975] IRLR 112
Eveleigh v George C S Wilson [1973] IRLR 323
Taylor v Associated Country Women of the World [1973] IRLR 324
Newman v T H White Motors Ltd [1972] IRLR 49

234.44 Reason for dismissal — Conduct — Relationship with other employees — Sexual relationships
Wood v Freeloader Ltd [1977] IRLR 455
Newman v Alarmco Ltd [1976] IRLR 45
Cassidy v H C Goodman [1975] IRLR 86
Spiller v F J Wallis Ltd [1975] IRLR 362
Gardiner v Newport County Borough Council [1974] IRLR 262
Jackson v E Bennett & Son (Textiles) Ltd [1973] IRLR 294

234.5 Reason for dismissal — Conduct — Relationship with people other than employees
Smith v Du Pont Ltd [1976] IRLR 107
W A McPhail v Gibson [1976] IRLR 254
Cassidy v H C Goodman [1975] IRLR 86
Treganowan v Robert Knee [1975] IRLR 112
Comer v Cochrane's Landscapes [1975] IRLR 302
Whitlow v Alkanet Construction [1975] IRLR 321
Grace v Harehills Working Men's Club [1974] IRLR 68
Hancock v British Road Services [1973] IRLR 42
Whitaker v Milk Marketing Board [1973] IRLR 100
Ellerker v Waudbys of Wetherby Ltd [1973] IRLR 195
Anderson v British Uralite Ltd [1973] IRLR 292
Jackson v E Bennett & Son (Textiles) Ltd [1973] IRLR 294
Houston v G H Zeal Ltd [1972] IRLR 16

234.51 Reason for dismissal — Conduct — Relationship with people other than employees — Customers
Boychuk v H J Symons Holdings Ltd [1977] IRLR 395

234.6 Reason for dismissal — Conduct — Alleged or proven criminal acts
Da Costa v Optolis [1976] IRLR 178
Maris v Rotherham CBC [1974] IRLR 147

234.61 Reason for dismissal — Conduct — Alleged or proven criminal acts — Theft
Trust Houses Forte Hotels Ltd v Murphy [1977] IRLR 186
Budgen & Co v Thomas [1976] IRLR 174 (see also [1975] IRLR 201)
Carr v Alexander Russell Ltd [1976] IRLR 220
Carr v Alexander Russell Ltd [1975] IRLR 49
Thomas v Budgen & Co [1975] IRLR 201 (see also [1976] IRLR 174)
How v Tesco Stores [1974] IRLR 194
Fowler v Cammell Laird (Shipbuilders) Ltd [1973] IRLR 72
Donson and anor v Conoco Ltd [1973] IRLR 258
O'Brien v Boots Pure Drug Co [1973] IRLR 261
Robb v Mersey Insulation Co Ltd [1972] IRLR 18

234.63 Reason for dismissal — Conduct — Alleged or proven criminal acts — Conviction of offence unconnected with work
Hendry v Scottish Liberal Club [1977] IRLR 5
Singh v London Country Bus Services [1976] IRLR 176
Creffield v British Broadcasting Corporation [1975] IRLR 23
Jones v R M Douglas Construction [1975] IRLR 175
Richardson v City of Bradford Metropolitan Council [1975] IRLR 296
Gardiner v Newport County Borough Council [1974] IRLR 262

Moore v CEGB [1974] IRLR 296
Donson and anor v Conoco Ltd [1973] IRLR 258
Bradshaw v Rugby Portland Cement Co Ltd [1972] IRLR 46

234.7 Reason for dismissal — Conduct — Breach of company rules
Sarvent and ors v CEGB [1976] IRLR 66
Rigden-Murphy v Securicor Ltd [1976] IRLR 106
McLean v Paris Travel Service Ltd [1976] IRLR 202
Archer v Cheshire & Northwich Building Society [1976] IRLR 281
Archer v Cheshire & Northwich Building Society [1976] IRLR 424
Talbot v Hugh M Fulton Ltd [1975] IRLR 52
Mackay v Robert Morton Temple Bakery [1975] IRLR 57
Jones v London Co-operative Society [1975] IRLR 110
Atkin v Enfield Group Hospital Management Committee [1975] IRLR 217
Duncan v Scottish Farmers Dairy Co Ltd [1973] IRLR 48
Brown v South of Scotland Electricity Board [1973] IRLR 70
Roustoby v British Cocoa Mills Ltd [1973] IRLR 103

234.71 Reason for dismissal — Conduct — Breach of company rules — Safety
Bussey v CSW Engineering Ltd [1973] IRLR 9
Bendall v Paine & Betteridge [1973] IRLR 44
Shipside (Ruthin) Ltd v TGWU [1973] IRLR 244

234.72 Reason for dismissal — Conduct — Breach of company rules — Carelessness/negligence
Turner v Pleasurama Casinos [1976] IRLR 151
Alidair Ltd v Taylor [1976] IRLR 420
Hedges v Messrs Phillips & Drew [1975] IRLR 15
Howe v Gloucester & Severnside Co-operative Society [1975] IRLR 17
Lethaby v Horsman Andrew & Knill Ltd [1975] IRLR 119
Ramroop v H Goldman Ltd [1974] IRLR 313
Newlands v J Howard & Co Ltd [1973] IRLR 9
Unkles v Milanda Bread Co Ltd [1973] IRLR 76
Comerford v Swel Foods Ltd [1972] IRLR 17

234.73 Reason for dismissal — Conduct — Breach of company rules — Drinking or drunkenness
Charles Letts & Co Ltd v Howard [1976] IRLR 248
McConvey v British Steel Corporation [1974] IRLR 196
Blanchard v DRE Holdings (1971) Ltd [1974] IRLR 266
Morrow v Scottish Special Housing Association [1973] IRLR 40
McGibbon v Gillespie Building Co Ltd [1973] IRLR 105
Abercrombie v Alexander Thomson & Co [1973] IRLR 326

234.75 Reason for dismissal — Conduct — Breach of company rules — Using work equipment wrongfully
Newlands v J Howard & Co Ltd [1973] IRLR 9
Young v E Thomas & Co Ltd [1972] IRLR 40

234.76 Reason for dismissal — Conduct — Breach of company rules — Working in competition
Hawkins v R B Prickett [1976] IRLR 52
Frame v McKean & Graham Ltd [1974] IRLR 179
Betts v D Beresford [1974] IRLR 271
Blake v Berkel Auto Scale Co Ltd [1974] IRLR 272
Harris & Russell Ltd v Slingsby [1973] IRLR 221

234.77 Reason for dismissal — Conduct — Breach of company rules — Dishonesty
Refund Rentals Ltd v McDermott [1977] IRLR 59
Tesco Group of Companies Ltd v Hill [1977] IRLR 63
Torr v British Railways Board [1977] IRLR 184
Trust Houses Forte Hotels Ltd v Murphy [1977] IRLR 186
Parkers Bakeries Ltd v Palmer [1977] IRLR 215
Meridian v Gomersall and anor [1977] IRLR 425
Davies v GKN Birwelco Ltd [1976] IRLR 82
Budgen & Co v Thomas [1976] IRLR 174
(see also [1975] IRLR 201)
Bates Farms & Dairy Ltd v Scott [1976] IRLR 214
Trust Houses Forte Leisure Ltd v Aquilar [1976] IRLR 251
Lethaby v Horsman Andrew & Knill [1975] IRLR 119
Thomas v Budgen & Co Ltd [1975] IRLR 201
(see also [1976] IRLR 174)
Canter and ors v Bowater Containers Ltd [1975] IRLR 323
Barber v Makro Self Service Wholesalers Ltd [1975] IRLR 361
Clarkson v Brown, Muff & Co [1974] IRLR 66
How v Tesco Stores [1974] IRLR 194

234.78 Reason for dismissal — Conduct — Breach of company rules — Failure to submit medical certificates
Duncan v GEC Telecommunications Ltd [1976] IRLR 3
Spiller v F J Wallis Ltd [1975] IRLR 362

234.79 Reason for dismissal — Conduct — Breach of company rules — Refusal to attend disciplinary hearing
Murray v British Rail [1976] IRLR 382

234.8 Reason for dismissal — Conduct — Industrial action
Thompson and ors v Eaton Ltd [1976] IRLR 308
McQuade v Scotbeef [1975] IRLR 332
Seed v Crowther (Dyers) Ltd [1973] IRLR 199
Heath v J F Longman (Meat Salesman) Ltd [1973] IRLR 214

234.81 Reason for dismissal — Conduct — Industrial action — Inducement to breach of contract
Brown v South of Scotland Electricity Board [1973] IRLR 70

234.9 Reason for dismissal — Other misconduct
Archer v Cheshire & Northwich Building Society [1976] IRLR 424
Yates v British Leyland [1974] IRLR 367

235 Reason for dismissal — Statutory restriction
Sutcliffe & Eaton Ltd v Pinney [1977] IRLR 349
Fearn v Tayford Motor Co [1975] IRLR 336
Pearman v J I Case [1974] IRLR 309
Appleyard v F M Smith (Hull) Ltd [1972] IRLR 19

236 Other substantial reason for dismissal
Hendry v Scottish Liberal Club [1977] IRLR 5
Small v Lex Mead Southampton [1977] IRLR 48
Nelson v British Broadcasting Corporation [1977] IRLR 148
Industrial Rubber Products v Gillon [1977] IRLR 389
Wilson v Underhill House School Ltd [1977] IRLR 475
Robinson v British Island Airways [1977] IRLR 477
Smithson v Sydney Chambers & Co Ltd [1976] IRLR 13
McColm v Agnew & Lithgow Ltd [1976] IRLR 14
Haspell v Rostron & Johnson Ltd [1976] IRLR 50
Sarvent and ors v CEGB [1976] IRLR 66
Sibun v Modern Telephones Ltd [1976] IRLR 81
Sycamore v H Myer & Co Ltd [1976] IRLR 84
Johnson v Tesco Stores Ltd [1976] IRLR 103
Smith v Du Pont (UK) Ltd [1976] IRLR 107
Singh v London Country Bus Services [1976] IRLR 176
Terry v East Sussex County Council [1976] IRLR 332
Ellis v Brighton Co-operative Society [1976] IRLR 419
Creffield v British Broadcasting Corporation [1975] IRLR 23
Treganowan v Robert Knee [1975] IRLR 112
Tovey v F & F Robinson (Stockton-on-Tees) [1975] IRLR 139
Dunbar v Ford Motor Co [1975] IRLR 178
Robinson v Flitwick Frames [1975] IRLR 261
Flude v The Post Office [1975] IRLR 330
O'Reilly v Welwyn & Hatfield District Council [1975] IRLR 334
Blackman v The Post Office [1974] IRLR 46
Knighton v Henry Rhodes Ltd [1974] IRLR 71
Mercia Rubber Mouldings v Lingwood [1974] IRLR 82
Hedger v Davy & Co [1974] IRLR 138
Bumpus v Standard Life [1974] IRLR 232
Moreton v Selby Protective Clothing Co Ltd [1974] IRLR 269
Betts v D Beresford [1974] IRLR 271
Pearman v J I Case [1974] IRLR 309
Spencer Jones v Timmens Freeman [1974] IRLR 325
Megennis v Stephen Austin & Sons [1974] IRLR 357
Durrant v Clariston Clothing Co Ltd [1974] IRLR 360
Fletcher v Photo Precision Ltd [1973] IRLR 80
Abernethy v Mott Hay & Anderson [1973] IRLR 123
Muggridge and anor v East Anglia Plastics Ltd [1973] IRLR 163
R S Components Ltd v Irwin [1973] IRLR 239
Gorfin v Distressed Gentlefolks Aid Association [1973] IRLR 290
Eveleigh v George C S Wilson [1973] IRLR 323
Foot v Eastern Counties Timber Co Ltd [1972] IRLR 83
Farr v Hoveringham Gravels Ltd [1972] IRLR 104

236.1 Other substantial reason for dismissal — Conflict between employees
Wood v Louis C Edwards & Sons [1972] IRLR 18

236.5 Other substantial reason for dismissal — Expiration of fixed term contract
Cohen v London Borough of Barking [1976] IRLR 416

237 Reason for dismissal — Inadmissible reason
Brown v G Percy Trentham Ltd [1976] IRLR 279
Farmeary v Veterinary Drug Co Ltd [1976] IRLR 322
Archer v Cheshire & Northwich Building Society [1976] IRLR 424

237.11 Inadmissible reason for dismissal — Trade union — Membership
Forsyth v Fry's Metals Ltd [1977] IRLR 243
Taylor v Butler Machine Tool Co Ltd [1976] IRLR 113
Brown v G Percy Trentham Ltd [1976] IRLR 279

237.12 Inadmissible reason for dismissal — Trade union — Activities
City of Birmingham District Council v Beyer [1977] IRLR 211
Forsyth v Fry's Metals Ltd [1977] IRLR 243
H Goodwin Ltd v Fitzmaurice and ors [1977] IRLR 393
Taylor v Butler Machine Tool Co Ltd [1976] IRLR 113
Lyon and anor v St James Press Ltd [1976] IRLR 215
Brennan and anor v Ellward (Lancs) Ltd [1976] IRLR 378
Miller v S T H Rafique [1975] IRLR 70
Gardner v Peaks Retail [1975] IRLR 244

237.13 Inadmissible reason for dismissal — Trade union — Non-membership
Goodbody v British Railways Board [1977] IRLR 84
Saggers v British Railways Board [1977] IRLR 266
Jeffrey v Laurence Scott & Electromotors Ltd [1977] IRLR 466
McColm v Agnew & Lithgow Ltd [1976] IRLR 13
Sarvent and ors v CEGB [1976] IRLR 66
Cave and anor v British Railways Board [1976] IRLR 400
Strover v Chrysler UK [1975] IRLR 66

237.2 Inadmissible reason for dismissal — Pressure on employer to dismiss
Trend v Chiltern Hunt Ltd [1977] IRLR 66
Hazells Offset Ltd v Luckett [1977] IRLR 430
McColm v Agnew & Lithgow Ltd [1976] IRLR 13

238 Reason for dismissal — Pregnancy
George v Beecham Group [1977] IRLR 43
Brear v W Wright Hudson Ltd [1977] IRLR 287
Elegbede v The Wellcome Foundation Ltd [1977] IRLR 383

240 Reason for dismissal — Redundancy
Kelly v Upholstery & Cabinet Works (Amesbury) Ltd [1977] IRLR 91
Paviour and anor v Whitton's Transport (Cullompton) Ltd [1975] IRLR 258

241 Whether reason for dismissal is redundancy
Bristol Channel Ship Repairers Ltd v O'Keefe and ors and Lewis [1977] IRLR 13
Village v Bibby & Baron (Leominster) Ltd [1977] IRLR 50
The Egg Stores (Stamford Hill) Ltd v Leibovici [1976] IRLR 376
Costello v United Asphalt Co Ltd [1975] IRLR 194
Smith v Collinsons Precision Screw Co Ltd [1975] IRLR 196
O'Reilly v Welwyn & Hatfield District Council [1975] IRLR 334
Oliver v Sperry Vickers Ltd [1975] IRLR 358
Reeves v Wm Kingham & Sons Ltd [1974] IRLR 142
Short v Clarkson International Tools Ltd [1973] IRLR 49
Castledine v Rothwell Engineering Ltd [1973] IRLR 99
Vokes Ltd v Bear [1973] IRLR 363

241.3 Whether reason for dismissal is redundancy — Was dismissal for purposes of redundancy?
H Goodwin Ltd v Fitzmaurice and ors [1977] IRLR 393
Muggridge and anor v East Anglia Plastics Ltd [1973] IRLR 163

241.32 Whether reason for dismissal is redundancy — Was dismissal for purposes of redundancy — Diminishing work requirements
Nelson v British Broadcasting Corporation [1977] IRLR 148
Wilson v Underhill House School Ltd [1977] IRLR 475
Robinson v British Island Airways [1977] IRLR 477
Singh v Higgs & Hill Ltd [1976] IRLR 116
(see also [1976] 299)
Thorn v Meggitt Engineering Ltd [1976] IRLR 241
Higgs & Hill Ltd v Singh [1976] IRLR 299
(see also [1976] 116)
Delanair Ltd v Mead [1976] IRLR 340
Field v Pirelli General Cable Works [1974] IRLR 230
Allwood v William Hill (North East) [1974] IRLR 258
Blair Moore v Girling's Ferro Concrete [1974] IRLR 294
Megennis v Stephen Austin & Sons [1974] IRLR 357
McGibbon v Gillespie Building Co Ltd [1973] IRLR 105
Abernethy v Mott Hay and Anderson [1973] IRLR 123
Hollies v Principal Patterns and Engineering Co [1973] IRLR 165

Sutton v Revlon Overseas Corporation [1973] IRLR 173
Yorkshire Engineering & Welding v Burnham [1973] IRLR 316
Simpson v Roneo Ltd [1972] IRLR 5
Hann and anor v Crittall-Hope Ltd [1972] IRLR 102

241.3 Whether reason for dismissal is redundancy — Was dismissal for purposes of redundancy — At the place of work
Grace and anor v Northgate Group Ltd [1972] IRLR 53

241.4 Whether reason for dismissal is redundancy — Onus of proof
H Goodwin Ltd v Fitzmaurice and ors [1977] IRLR 393
Midland Foot Comfort Centre v Moppett [1973] IRLR 141

241.53 Whether reason for dismissal is redundancy — Exclusions — Offer of alternative employment
Grace and anor v Northgate Group Ltd [1972] IRLR 53

242 Where reason for dismissal is redundancy — Selection for redundancy
Gubala v Crompton Parkinson Ltd [1977] IRLR 10
Vickers Ltd v Smith [1977] IRLR 11
Joines v B & S (Burknall) Ltd [1977] IRLR 83
North East Midlands Co-operative Society v Allen [1977] *IRLR 212*
British United Shoe Machinery Co Ltd v Clarke [1977] IRLR 297
Barley and ors v Amey Roadstone Corporation Ltd [1977] IRLR 299
Bray v Tarmac Construction Ltd [1976] IRLR 86
Whyte v Burmah Oil Trading Ltd [1976] IRLR 86
Lloyd v Standard Pulverised Fuel Co Ltd [1976] IRLR 115
Grundy (Teddington) Ltd v Willis [1976] IRLR 118
Hammond-Scott v Elizabeth Arden [1976] IRLR 166
Thorn v Meggitt Engineering Ltd [1976] IRLR 241
British Olivetti v Kay [1975] IRLR 29
Shaw v Garden King Frozen Foods [1975] IRLR 98
Boothby v Kingston Craftsmen [1975] IRLR 138
Keepin v Hurn Brothers Ltd [1975] IRLR 141
Grace v Sumlock Comptometer Ltd [1974] IRLR 141
Allwood v William Hill (North East) [1974] IRLR 258
Bessenden Properties Ltd v Corness [1974] IRLR 338
Farthing v Midland Household Stores [1974] IRLR 354
Marcus v George Wimpey & Co [1974] IRLR 356
Short v Clarkson International Tools Ltd [1973] IRLR 49
Trusler v The Lummus Co Ltd [1972] IRLR 35

242.1 Where reason for dismissal is redundancy — Selection for redundancy — Circumstances applied equally to other employees holding similar positions
Bygott v Woodall-Duckham Ltd [1976] IRLR 168
Calvert v Allisons (Gravel Pits) Ltd [1975] IRLR 71
Dorrell and anor v Engineering Developments (Farnborough) Ltd [1975] IRLR 234
Heathcote v North Western Electricity Board [1974] IRLR 34
Gargrave v Hotel & Catering ITB [1974] IRLR 85

242.2 Where reason for dismissal is redundancy — Selection for redundancy — Inadmissible reason
Bristol Channel Ship Repairers Ltd v O'Keefe and ors and Lewis [1977] IRLR 13
Taylor v Butler Machine Tool Co [1976] IRLR 113
Farmeary v Veterinary Drug Co Ltd [1976] IRLR 322
Axe v British Domestic Appliances Ltd [1973] IRLR 58 (see also [1972] IRLR 8)
Boorman and anor v Pickard & Beale Ltd [1973] IRLR 135
Axe and ors v British Domestic Appliances Ltd [1972] IRLR 8 (see also [1973] IRLR 58)
Selby and anor v The Plessey Co Ltd [1972] IRLR 36

242.3 Where reason for dismissal is redundancy — Selection for redundancy — Contravention of a customary arrangement
Guy v Delanair Ltd [1975] IRLR 73
Oxley v Tarmac Roadstone Holdings Ltd [1975] IRLR 100
Best v Taylor Woodrow Construction Ltd [1975] IRLR 177
Dorrell and anor v Engineering Developments (Farnborough) Ltd [1975] IRLR 234
Norton v Chemidus Wavin Ltd [1975] IRLR 294
Sudders v The Prestige Group [1975] IRLR 367
Heathcote v North Western Electricity Board [1974] IRLR 34
Hollies v Principal Patterns & Engineering Co [1973] IRLR 165
Bessenden Properties Ltd v Corness [1973] IRLR 365
Axe and ors v British Domestic Appliances Ltd [1972] IRLR 8
Selby and anor v The Plessey Co Ltd [1972] IRLR 36
Shanahan v Cunard Steamship Co Ltd [1972] IRLR 83

242.4 Where reason for dismissal is redundancy — Selection for redundancy — Contravention of an agreed procedure
Bygott v Woodall-Duckham Ltd [1976] IRLR 168
Jackson v General Accident [1976] IRLR 338
Crump v Chubb & Sons Lock & Safe Co Ltd [1975] IRLR 293
Beardmore v Westinghouse Brake & Signal Co Ltd [1975] IRLR 310
Gargrave v Hotel & Catering ITB [1974] IRLR 85
Oliver v Hargreaves Transport Ltd [1972] IRLR 7
Taylor and ors v Conveyancer Ltd [1972] IRLR 37

242.5 Where reason for dismissal is redundancy — Selection for redundancy — Company policy: reasonableness
Forman Construction Ltd v Kelly [1977] IRLR 468
Best v Taylor Woodrow Construction Ltd [1975] IRLR 177
Wooding v Stoves Ltd [1975] IRLR 198
Dorrell and anor v Engineering Developments (Farnborough) Ltd [1975] IRLR 234
Banner v Sutcliffe Speakman & Co Ltd [1972] IRLR 7
Axe and ors v British Domestic Appliances Ltd [1972] IRLR 8

242.51 Where reason for dismissal is redundancy — Selection for redundancy — Company policy: reasonableness — Contravention of company policy
Trusler v The Lummus Co Ltd [1972] IRLR 35

250 Sufficiency of reason for dismissal
George v Beecham Group [1977] IRLR 43
W Devis & Sons Ltd v Atkins [1977] IRLR 315 — House of Lords (see also [1976] IRLR 428 and [1976] IRLR 16)
Da Costa v Optolis [1976] IRLR 178
Bates Farms & Dairy Ltd v Scott [1976] IRLR 214
Trust Houses Forte Leisure Ltd v Aquilar [1976] IRLR *251*
Ferodo Ltd v Barnes [1976] IRLR 302
Chrystie v Rolls-Royce (1971) Ltd [1976] IRLR 336
Archer v Cheshire & Northwich Building Society [1976] IRLR 424
W Devis & Sons Ltd v Atkins [1976] IRLR 428 — CA (see also [1976] 16 — HC)
Merseyside & North Wales Electricity Board v Taylor [1975] 60

251 Sufficiency of reason for dismissal — Onus of proof
Bristol Channel Ship Repairers Ltd v O'Keefe and ors and Lewis [1977] IRLR 13
Logabax Ltd v Titherley [1977] IRLR 97
George Wimpey & Co Ltd v Cooper [1977] IRLR 205
Industrial Rubber Products v Gillon [1977] IRLR 389
Merseyside & North Wales Electricity Board v Taylor [1975] IRLR 60
Hathaway v FWD Builders Merchants [1975] IRLR 108
W F Shortland v Chantrill [1975] IRLR 208
Day v Diemer & Reynolds [1975] IRLR 298
Donson and anor v Conoco Ltd [1973] IRLR 258

252 Reasonableness in the circumstances: IR Code of Practice
Clarkson International Tools Ltd v Short [1973] IRLR 90

252.1 Reasonableness in the circumstances: IR Code of Practice — Disciplinary procedure
Yates v Post Office Telephones [1976] IRLR 55
Bussey v CSW Engineering Ltd [1973] IRLR 9
Earl v Slater & Wheeler (Airlyne) Ltd [1972] IRLR 115

252.11 Reasonableness in the circumstances: IR Code of Practice — Disciplinary procedure — Fair and effective arrangements
Post Office v Mughal [1977] IRLR 178
East Herts District Council v Boyten [1977] IRLR 347
Jones v London Co-operative Society [1975] IRLR 110
Hutchins v British Railways Board [1974] IRLR 303
Ryder v Scot Bowyers Ltd [1973] IRLR 109
Donson and anor v Conoco Ltd [1973] IRLR 258
Neefjes v Crystal Products Ltd [1972] IRLR 118

252.12 Reasonableness in the circumstances: IR Code of Practice — Disciplinary procedure — Agreed with employee representatives
East Herts District Council v Boyten [1977] IRLR 347
Jones v London Co-operative Society [1975] IRLR 110
Richards v Bulpitt & Sons Ltd [1975] IRLR 134
Wells v E & A West Ltd [1975] IRLR 269

252.13 Reasonableness in the circumstances: IR Code of Practice — Disciplinary procedure — Formal procedure
East Herts District Council v Boyten [1977] IRLR 347
Silverstone v ECI (Midlands) Ltd [1976] IRLR 7
Henderson v Masson Scott Thrissell Engineering [1974] IRLR 98
Schembri v Scot Bowyers Ltd [1973] IRLR 110
The Lewis Shops Group v Wiggins [1973] IRLR 205

252.14 Reasonableness in the circumstances: IR Code of Practice — Disciplinary procedure — Rules and procedure known to employees
Carr v Alexander Russell Ltd [1975] IRLR 49
Talbot v Hugh M Fulton Ltd [1975] IRLR 52
Mackay v Robert Morton Temple Bakery [1975] IRLR 57
Jones v London Co-operative Society [1975] IRLR 110
Richards v Bulpitt & Sons Ltd [1975] IRLR 134
Pringle v Lucas Industrial Equipment Ltd [1975] IRLR 266
Singh v Lyons Maid Ltd [1975] IRLR 328
Spiller v F J Wallis Ltd [1975] IRLR 362
Raymond v Sir Lindsay Parkinson & Co [1974] IRLR 298
Lancaster v Anchor Hotels and Taverns Ltd [1973] IRLR 13
Fowler v Cammell Laird (Shipbuilders) Ltd [1973] IRLR 72

252.15 Reasonableness in the circumstances: IR Code of Practice — Disciplinary procedure — Circumstances which can lead to penalty known
Meridian Ltd v Gomersall and anor [1977] IRLR 425
Silverstone v ECI (Midlands) Ltd [1976] IRLR 7
Lindsay v Fife Forge Co Ltd [1976] IRLR 47
Rigden-Murphy v Securicor Ltd [1976] 106
Archer v Cheshire & Northwich Building Society [1976] IRLR 281
Pringle v Lucas Industrial Equipment Ltd [1975] IRLR 266
Wells v E & A West Ltd [1975] IRLR 269
Canter and ors v Bowater Containers Ltd [1975] IRLR 323
Spiller v F J Wallis Ltd [1975] IRLR 362
Gardiner v Newport County Borough Council [1974] IRLR 262
Rennie v Eric Bemrose Ltd [1974] IRLR 334
Fowler v Cammell Laird (Shipbuilders) Ltd [1973] IRLR 72
McGibbon v Gillespie Building Co Ltd [1973] IRLR 105
Donson and anor v Conoco Ltd [1973] IRLR 258
Williams v Loyds Retailers Ltd [1973] IRLR 262
Young v E Thomas & Co Ltd [1972] IRLR 40
Holder v D & J Plastics (Croydon) Ltd [1972] IRLR 43

252.16 Reasonableness in the circumstances: IR Code of Practice — Disciplinary procedure — Specification of authority
O'Brien v Boots Pure Drug Co [1973] IRLR 261
James v H G Bainbridge [1972] IRLR 52

252.17 Reasonableness in tle circumstances: IR Code of Practice — Disciplinary procedure — Opportunity to state case
Courtney v Babcock & Wilcox (Operations) Ltd [1977] IRLR 30
Tesco Group of Companies v Hill [1977] IRLR 63
Conway v Matthew Wright & Nephew Ltd [1977] IRLR 89
Cook v Thomas Linnell & Sons Ltd [1977] IRLR 132
The Post Office v Jones [1977] IRLR 422
Duncan v GEC Telecommunications Ltd [1976] IRLR 3
Silverstone v ECI (Midlands) Ltd [1976] IRLR 7
Dacres v Wall's Meat Co Ltd [1976] IRLR 20
Hawkins v R B Prickett [1976] IRLR 52
Smith v Du Pont (UK) Ltd [1976] IRLR 107
Budgen & Co v Thomas [1976] IRLR 174 (see also [1975] IRLR 201)
Carr v Alexander Russell Ltd [1976] IRLR 220 (see also [1975] IRLR 49)
Lowndes v Specialist Heavy Engineering [1976] IRLR 246
Charles Letts & Co Ltd v Howard [1976] IRLR 248
Chrystie v Rolls-Royce (1971) Ltd [1976] IRLR 336
Alidair Ltd v Taylor [1976] IRLR 420
Burns and anor v Ideal Timber Products Ltd [1975] IRLR 19
Graham v Anthony Todd (Haulage) Ltd [1975] IRLR 45
Carr v Alexander Russell Ltd [1975] IRLR 49 (see also [1976] IRLR 220)
Stewart v Swan Hunter Shipbuilders [1975] IRLR 143
Thomas v Budgen & Co [1975] IRLR 201 (see also [1976] IRLR 174)
Lambsdale v HMSO [1975] IRLR 239
Ayanlowo v Commissioners of Inland Revenue [1975] IRLR 253
Wilson v IDR Construction Ltd [1975] IRLR 260
Pringle v Lucas Industrial Equipment Ltd [1975] IRLR 266
Potter v W J Rich & Sons [1975] IRLR 338

Jamieson v Aberdeen County Council [1975] IRLR 348
Henderson v Masson Scott Thrissell Engineering [1974] IRLR 98
Okereke v The Post Office [1974] IRLR 170
How v Tesco Stores [1974] IRLR 194
McConvey v British Steel Corporation [1974] IRLR 196
Hutchins v British Railways Board [1974] IRLR 303
Boobier v Johnsons Cleaners Ltd [1974] IRLR 329
Rennie v Eric Bemrose Ltd [1974] IRLR 334
Yeats v Fairey Winches [1974] IRLR 362
Ahearn v National Coal Board [1974] IRLR 372
Cockcroft v Trendsetter Furniture Ltd [1973] IRLR 6
Lloyd v Scottish Co-operative Wholesale Society [1973] IRLR 45
Coleman v Tolemans Delivery Service Ltd [1973] IRLR 67
Greenhalgh v Exors of James Mills Ltd [1973] IRLR 78
Ryder v Scot Bowyers Ltd [1973] IRLR 109
Wiggins v The Lewis Shops Group [1973] IRLR 114 (see also [1973] IRLR 205)
Ferrie v Western No. 3 District Council [1973] IRLR 162
James v Waltham Holy Cross UDC [1973] IRLR 202
The Lewis Shops Group v Wiggins [1973] IRLR 205 (see also [1973] IRLR 114)
Shipside (Ruthin) Ltd v TGWU [1973] IRLR 244
Butler v J Wendon & Son Ltd [1972] IRLR 15
Trusler v The Lummus Co Ltd [1972] IRLR 35
Blower v C G Southcott & Co Ltd [1972] IRLR 78
Earl v Slater & Wheeler (Airlyne) Ltd [1972] IRLR 115
Neeffes v Crystal Products Ltd [1972] IRLR 118

252.19 Reasonableness in the circumstances: IR Code of Practice — Disciplinary procedure — Opportunity to appeal
Tesco Group of Companies v Hill [1977] IRLR 63
East Herts District Council v Boyten [1977] IRLR 347
Stevenson v Golden Wonder Ltd [1977] IRLR 474
Chrystie v Rolls-Royce (1971) Ltd [1976] IRLR 336
Sewell v Ford Motor Co [1975] IRLR 25
Tovey v F & F Robinson Ltd [1975] IRLR 139
Davison v Kent Meters Ltd [1975] IRLR 145
Lambsdale v HMSO [1975] IRLR 239
Flude v The Post Office [1975] IRLR 330
Sutherland v National Carriers Ltd [1975] IRLR 340
Henderson v Masson Scott Thrissell Engineering [1974] IRLR 98
Okereke v The Post Office [1974] IRLR 170
McConvey v British Steel Corporation [1974] IRLR 196
Gardiner v Newport County Borough Council [1974] IRLR 262
Lancaster v Anchor Hotels and Taverns Ltd [1973] IRLR 13
Lloyd v Scottish Co-operative Wholesale Society [1973] IRLR 45
McCabe v County of Lanark [1973] IRLR 75
Greenhalgh v Exors of James Mills Ltd [1973] IRLR 78
Ryder v Scot Bowyers Ltd [1973] IRLR 109
Ferrie v Western No. 3 District Council [1973] IRLR 162
Tiptools Ltd v Curtis [1973] IRLR 276

252.2 Reasonableness in the circumstances: IR Code of Practice — Operating the disciplinary procedure
Stevenson v Golden Wonder Ltd [1977] IRLR 474
Hancock v British Road Services [1973] IRLR 42
Brown v South of Scotland Electricity Board [1973] IRLR 70
Whitaker v Milk Marketing Board [1973] IRLR 100

252.21 Reasonableness in the circumstances: IR Code of Practice — Operating the disciplinary procedure — Warnings
Donald Cook & Son Ltd v Carter [1977] IRLR 88
Cook v Thomas Linnell & Sons Ltd [1977] IRLR 132
Post Office v Mughal [1977] IRLR 178
Paterson v Barratt Developments (Aberdeen) Ltd [1977] IRLR 214
Manzfield Hosiery Mills Ltd v Bromley [1977] IRLR 301
Coward v John Menzies (Holdings) Ltd [1977] IRLR 428
Kraft Foods Ltd v Fox [1977] IRLR 431
Duncan v GEC Telecommunications Ltd [1976] IRLR 3
Hallett and anor v MAT Transport Ltd [1976] IRLR 5
Moore v Aluminium Platers (Leeds) Ltd [1976] IRLR 23
Newman v Alarmco Ltd [1976] IRLR 45
Lindsay v Fife Forge Co Ltd [1976] IRLR 47
Haspell v Rostron & Johnson Ltd [1976] IRLR 50
Yates v Post Office Telephones [1976] IRLR 55
Rigden-Murphy v Securicor Ltd [1976] IRLR 106
Smith v Du Pont (UK) Ltd [1976] IRLR 107
Lowndes v Specialist Heavy Engineering [1976] IRLR 246
W A McPhail v Gibson [1976] IRLR 254
Newalls Insulation Ltd v Blakeman [1976] IRLR 303
Littlewoods Organisation Ltd v Egenti [1976] IRLR 334
Coulson v Felixstowe Dock & Railway Co [1975] IRLR 11
Mackay v Robert Morton Temple Bakery [1975] IRLR 57
Kendrick v Concrete Pumping Ltd [1975] IRLR 83
Shaw v Garden King Frozen Foods Ltd [1975] IRLR 98
Greenslade v Hoveringham Gravels Ltd [1975] IRLR 114
Tovey v F & F Robinson Ltd [1975] IRLR 139
Atkin v Enfield Group Hospital Management Committee [1975] IRLR 217
Lambsdale v HMSO [1975] IRLR 239
Pringle v Lucas Industrial Equipment Ltd [1975] IRLR 266
Wells v E & A West Ltd [1975] IRLR 269
Ali v Tillotsons Containers Ltd [1975] IRLR 272
Day v Diemer & Reynolds Ltd [1975] IRLR 298
Spiller v F J Wallis Ltd [1975] IRLR 362
Henderson v Masson Scott Thrissell Engineering [1974] IRLR 98
Hopper v Feedex Ltd [1974] IRLR 99
Folan v Huddersfield Corporation [1974] IRLR 145
Evans v George Galloway & Co Ltd [1974] IRLR 167
Goldsmith v RIBA Services Ltd [1974] IRLR 176
Frame v McKean & Graham Ltd [1974] IRLR 179
McConvey v British Steel Corporation [1974] IRLR 196
O'Hagan v Firestone [1974] IRLR 226
Farnborough v Edinburgh College of Art [1974] IRLR 245
Blake v Berkel Auto Scale Co Ltd [1974] IRLR 272
Green v Moyses Stevens Ltd [1974] IRLR 274
Mooney v Rowntree Mackintosh [1974] IRLR 277
Williams v Mortimer Fashions Ltd [1974] IRLR 300
Gillanders v Riding Hall Carpets Ltd [1974] IRLR 327
Boobier v Johnsons Cleaners Ltd [1974] IRLR 329
Megennis v Stephen Austin & Sons [1974] IRLR 357
Case v Group 4 Total Security [1974] IRLR 368
Ahearn v National Coal Board [1974] IRLR 372
Cockcroft v Trendsetter Furniture Ltd [1973] IRLR 6
Tobin v Sika Contracts Ltd [1973] IRLR 12
Hackwood v Seal (Marine) Ltd [1973] IRLR 17
Bendall v Paine and Betteridge [1973] IRLR 44
Lloyd v Scottish Co-operative Wholesale Society [1973] IRLR 45
Coleman v Tolemans Delivery Service Ltd [1973] IRLR 67
Greenhalgh v Exors of James Mills Ltd [1973] IRLR 78
O'Hara v Fram Gerrard Ltd [1973] IRLR 95
Roustoby v British Cocoa Mills Ltd [1973] IRLR 103
McGibbon v Gillespie Building Co Ltd [1973] IRLR 105
Ross v Aquascutum Ltd [1973] IRLR 107
Welsh v Associated Steels and Tools Co Ltd [1973] IRLR 111
Wiggins v The Lewis Shops Group [1973] IRLR 114
Winterhalter Gastronom Ltd v Webb [1973] IRLR 120
Wallace v E J Guy Ltd [1973] IRLR 175
James v Waltham Holy Cross UDC [1973] IRLR 202
A J Dunning & Sons (Shop Fitters) Ltd v Jacomb [1973] IRLR 206
Judge International Ltd v Moss [1973] IRLR 208
Shipside (Ruthin) Ltd v TGWU [1973] IRLR 244
O'Brien v Boots Pure Drug Co [1973] IRLR 261
Williams v Loyds Retailers Ltd [1973] IRLR 262
Tiptools Ltd v Curtis [1973] IRLR 276
Gorfin v Distressed Gentlefolks Aid Association [1973] IRLR 290
Anderson v British Uralite Ltd [1973] IRLR 292
J C McKinney v Bieganek [1973] IRLR 311
Taylor v Associated Country Women of the World [1973] IRLR 324
Houston v G H Zeal Ltd [1972] IRLR 16
Wood v Louis C Edwards & Sons Ltd [1972] IRLR 18
Trusler v The Lummus Co Ltd [1972] IRLR 35
Rosenthal v Louis Butler Ltd [1972] IRLR 39
Young v E Thomas & Co Ltd [1972] IRLR 40
Holder v D & J Plastics (Croydon) Ltd [1972] IRLR 43
Dixon v John Laing Construction Ltd [1972] IRLR 44
Gordon v F Medhurst [1972] IRLR 47
Clapton v Ketton Foundry Co Ltd [1972] IRLR 48
Newman v T H White Motors Ltd [1972] IRLR 49
Davis v Swift Automobiles [1972] IRLR 55
Hewitson v Anderton Springs Ltd [1972] IRLR 56
Robertson and anor v Securicor Transport Ltd [1972] IRLR 70
Lumb v Charcon Pipes Ltd [1972] IRLR 73
Mathieson v W J Noble & Son Ltd [1972] IRLR 76
Maxwell v Grimwood Heating Elements Ltd [1972] IRLR 81
Stanton v Woolfenden's Cranes Ltd [1972] IRLR 82
Hann and anor v Crittall-Hope Ltd [1972] IRLR 102
Connor v Halfords Ltd [1972] IRLR 109
Jones v GEC Elliott Automation Ltd [1972] IRLR 111
Dolby v British Hovercraft Corporation Ltd [1972] IRLR 113

252.22 Reasonableness in the circumstances: IR Code of Practice — Operating the disciplinary procedure — Gross misconduct: Dismissal for first breach
Thornton v Champion Associated Weavers Ltd [1977] IRLR 385
Meridian Ltd v Gomersall and anor [1977] IRLR 425
Davies v GKN Birwelco Ltd [1976] IRLR 82
Rigden-Murphy v Securicor Ltd [1976] IRLR 106
Alidair Ltd v Taylor [1976] IRLR 420
Howe v Gloucester & Severnside Co-operative Society [1975] IRLR 17
Page v East Midlands Electricity Board [1975] IRLR 21
Jones v London Co-operative Society [1975] IRLR 110
Pringle v Lucas Industrial Equipment Ltd [1975] IRLR 266
Dalton v Burton's Gold Medal Biscuits [1974] IRLR 45
Blake v Berkel Auto Scale Co Ltd [1974] IRLR 272
Newlands v J Howard & Co Ltd [1973] IRLR 9
Pengilly v North Devon Farmers Ltd [1973] IRLR 41
Unkles v Milanda Bread Co Ltd [1973] IRLR 76
Anderson v British Uralite Ltd [1973] IRLR 292
Connor v Halfords Ltd [1972] IRLR 109

252.23 Reasonableness in the circumstances: IR Code of Practice — Operating the disciplinary procedure — Action recorded in writing
Page v East Midlands Electricity Board [1975] IRLR 21
Taylor v Associated Country Women of the World [1973] IRLR 324

252.24 Reasonableness in the circumstances: IR Code of Practice — Operating the disciplinary procedure — Action against shop steward
Donnelly v London Brick Co [1974] IRLR 331
Fowler v Cammell Laird (Shipbuilders) Ltd [1973] IRLR 72

252.3 Reasonableness in the circumstances: IR Code of Practice — Other parts of the Code
Kendrick v Concrete Pumping [1975] IRLR 83
Burrows v Ace Caravan Co (Hull) Ltd [1972] IRLR 4

252.31 Reasonableness in the circumstances: IR Code of Practice — Other parts of the Code — Effective organisation of work
Green v Moyses Stevens Ltd [1974] IRLR 274
Boobier v Johnsons Cleaners Ltd [1974] IRLR 329
Fox v Findus Ltd [1973] IRLR 8
Bussey v CSW Engineering Ltd [1973] IRLR 9

252.32 Reasonableness in the circumstances: IR Code of Practice — Other parts of the Code — Security of employment
Perks v Geest Industries [1974] IRLR 228
Blair Moore v Girling's Ferro-Concrete [1974] IRLR 294
Moore v CEGB [1974] IRLR 296
McShane v L Rifkin Ltd [1972] IRLR 51

253 Reasonableness in the circumstances: Conduct and capability
Express Lift Co Ltd v Bowles [1977] IRLR 99
W Devis & Sons v Atkins [1977] IRLR 315 — House of Lords (see also [1976] IRLR 428 and [1976] IRLR 16)
Coward v John Menzies (Holdings) Ltd [1977] IRLR 428
Yates v Post Office Telephones [1976] IRLR 55
Smith v Du Pont (UK) Ltd [1976] IRLR 107
Rose v Leeds Metal Spinning Co Ltd [1976] IRLR 142
Da Costa v Optolis [1976] IRLR 178
McLean v Paris Travel Service Ltd [1976] IRLR 202
Littlewoods Organisation Ltd v Egenti [1976] IRLR 334
Murray v British Rail [1976] IRLR 382
W Devis & Sons Ltd v Atkins [1976] IRLR 428 — CA (see also [1976] 16 — HC)
Burns v Ideal Timber [1975] IRLR 19
Kendrick v Concrete Pumping [1975] IRLR 83
Greenslade v Hoveringham Gravel [1975] IRLR 114
Coendoz v Midland Bank [1975] IRLR 172
Whitlow & Alkanet Contruction [1975] IRLR 321
Spiller v F J Wallis Ltd [1975] IRLR 362
Grace v Harehills Working Men's Club [1974] IRLR 68
Ramsay v W B Anderson & Sons [1974] IRLR 164
Lorenz v Liskeard Engineering Ltd [1974] IRLR 365
Pengilly v North Devon Farmers Ltd [1973] IRLR 41
Duncan v Scottish Farmers Dairy Co Ltd [1973] IRLR 48
Morrish v Henlys (Folkestone) Ltd [1973] IRLR 61
Morrison v The Marquess of Exeter [1973] IRLR 74
Wiggins v The Lewis Shops Group [1973] IRLR 114
Ferrie v Western No. 3 District Council [1973] IRLR 162
Ellerker v Waudbys of Wetherby Ltd [1973] IRLR 195
James v Waltham Holy Cross UDC [1973] IRLR 202
Judge International Ltd v Moss [1973] IRLR 208
St Anne's Board Mill Co v Brien and ors [1973] IRLR 309
Wicks v Chas A Smethurst [1973] IRLR 327

Bradshaw v Rugby Portland Cement Co Ltd [1972] IRLR 46
Cooper v Paterson Candy International Ltd [1972] IRLR 107
Walters v Top Crust Foods Ltd [1972] IRLR 108

253.1 Reasonableness in the circumstances: Conduct and capability — Employer responsibility: other than Code
Graham v Glenrothes Time Switch [1975] IRLR 43

253.11 Reasonableness in the circumstances: Conduct and capability — Employer responsibility — Inquiry and investigation
Refund Rentals Ltd v McDermott [1977] IRLR 59
Conway v Matthew Wright & Nephew Ltd [1977] IRLR 89
Patterson v Messrs Bracketts [1977] IRLR 137
Post Office v Mughal [1977] IRLR 178
East Lindsey District Council v Daubney [1977] IRLR 181
Williamson v Alcan (UK) Ltd [1977] IRLR 303
Liverpool Area Health Authority v Edwards [1977] IRLR 471
Duncan v GEC Telecommunications Ltd [1976] IRLR 3
Hawkins v R B Prickett [1976] IRLR 52
Budgen & Co v Thomas [1976] IRLR 174 (see also [1975] 201)
Carr v Alexander Russell Ltd [1976] IRLR 220 (see also [1975] 49)
Alidair Ltd v Taylor [1976] IRLR 420
Sewell v Ford Motor Co [1975] IRLR 25
Carr v Alexander Russell Ltd [1975] IRLR 49 (see also [1976] 220)
Mackay v Robert Morton Temple Bakery [1975] IRLR 58
Crampton v Dacorum Motors [1975] IRLR 168
Thomas v Budgen & Co [1975] IRLR 201 (see also [1976] 174)
Hardwick v Leeds Area Health Authority [1975] IRLR 319
Hedger v Davy & Co [1974] IRLR 138
Luckings v May & Baker Ltd [1974] IRLR 151
Okereke v The Post Office [1974] IRLR 170
Smith v Cameron & Campbell [1974] IRLR 180
How v Tesco Stores [1974] IRLR 194
Rennie v Eric Bemrose Ltd [1974] IRLR 334
Yates v British Leyland [1974] IRLR 367
Allan v F W Farnsworth Ltd [1974] IRLR 370
Ahearn v National Coal Board [1974] IRLR 372
O'Brien v International Harvester [1974] IRLR 374
Cockcroft v Trendsetter Furniture Ltd [1973] IRLR 6
Newlands v J Howard & Co Ltd [1973] IRLR 9
Tobin v Sika Contracts Ltd [1973] IRLR 12
Hancock v British Road Services [1973] IRLR 42
Roustoby v British Cocoa Mills Ltd [1973] IRLR 103
Schembri v Scot Bowyers Ltd [1973] IRLR 110
Tiptools Ltd v Curtis [1973] IRLR 276
St Anne's Board Mill Co v Brien and ors [1973] IRLR 309
Butler v J Wendon & Son [1972] IRLR 15
Wood v Louis C Edwards & Sons [1972] IRLR 18
Gordon v F Medhurst [1972] IRLR 47
James v H G Bainbridge [1972] IRLR 52

253.12 Reasonableness in the circumstances: Conduct and capability — Employer responsibility — To establish validity of reason
Refund Rentals Ltd v McDermott [1977] IRLR 58
Conway v Matthew Wright & Nephew Ltd [1977] IRLR 89
Cook v Thomas Linnell & Sons Ltd [1977] IRLR 132
City of Edinburgh District Council v Stephen [1977] IRLR 135
Post Office v Mughal [1977] IRLR 178
Hawkins v R B Prickett [1976] IRLR 52
Deegan v T T Norman & Sons [1976] IRLR 139
Trust Houses Forte Leisure Ltd v Aquilar [1976] IRLR 251
Sewell v Ford Motor Co [1975] IRLR 25
Talbot v Hugh M Fulton [1975] IRLR 52
Cassidy v H C Goodman [1975] IRLR 86
Lethaby v Horsman Andrew & Knill [1975] IRLR 119
Stewart v Swan Hunter Shipbuilders [1975] IRLR 143
Thomas v Budgen & Co [1975] IRLR 201
Lancaster v Anchor Hotels and Taverns Ltd [1973] IRLR 13
Fletcher v Photo Precision Ltd [1973] IRLR 80
Roustoby v British Cocoa Mills Ltd [1973] IRLR 103
Biggs v Trend Mills Inc [1973] IRLR 169
Butler v J Wendon & Son [1972] IRLR 15
Chadwick v Rochdale Brick Co Ltd [1972] IRLR 52
Aldridge v Dredging & Construction Co Ltd [1972] IRLR 67

253.13 Reasonableness in the circumstances: Conduct and capability — Employer responsibility — To warn of change in practice
Canter and ors v Bowater Containers Ltd [1975] IRLR 323
Singh v British Steel Corporation [1974] IRLR 131
Moreton v Selby Protective Clothing Co Ltd [1974] IRLR 269
Morrow v Scottish Special Housing Association [1973] IRLR 40
Winterhalter Gastronom Ltd v Webb [1973] IRLR 120

253.14 Reasonableness in the circumstances: Conduct and capability — Employer responsibility — Consistency
Bowie v British Leyland UK Ltd [1976] IRLR 48
Sarvent and ors v CEGB [1976] IRLR 66
Rigden-Murphy v Securicor Ltd [1976] IRLR 106
Sherrier v Ford Motor Co Ltd [1976] IRLR 141
Frame v McKean & Graham [1974] IRLR 179
Raymond v Sir Linday Parkinson & Co [1974] IRLR 298
Rennie v Eric Bemrose Ltd [1974] IRLR 334
Hackwood v Seal (Marine) Ltd [1973] IRLR 18
Lloyd v Scottish Co-operative Wholesale Society [1973] IRLR 45
Brown v South of Scotland Electricity Board [1973] IRLR 70
McGibbon v Gillespie Building Co Ltd [1973] IRLR 105
Donson and anor v Conoco Ltd [1973] IRLR 258
Wallace v Biggs Wall & Co Ltd [1972] IRLR 17

253.15 Reasonableness in the circumstances: Conduct and capability — Employer responsibility — To remedy situation
Post Office v Mughal [1977] IRLR 178
Coward v John Menzies (Holdings) Ltd [1977] IRLR 428
Silverstone v ECI (Midlands) Ltd [1976] IRLR 7
Burns and anor v Ideal Timber Products Ltd [1975] IRLR 19
Shaw v Garden King Frozen Foods Ltd [1975] IRLR 98
Stewart v Swan Hunter Shipbuilders [1975] IRLR 143
Davison v Kent Meters Ltd [1975] IRLR 145
Canter and ors v Bowater Containers Ltd [1975] IRLR 323
Kerr v Atkinson Vehicles (Scotland) Ltd [1974] IRLR 36
Okereke v The Post Office [1974] IRLR 170
Green v Moyses Stevens Ltd [1974] IRLR 274
Boobier v Johnsons Cleaners Ltd [1974] IRLR 329
Woodward v Beeston Boiler Co Ltd [1973] IRLR 7
Fox v Findus Ltd [1973] IRLR 8
Welsh v Associated Steels and Tools Ltd [1973] IRLR 111
Draper v Kraft Foods Ltd [1973] IRLR 328
Thornton v S J Kitchin Ltd [1972] IRLR 46
Lumb v Charcon Pipes Ltd [1972] IRLR 73

253.16 Reasonableness in the circumstances: Conduct and capability — Employer responsibility — Shared responsibility
Wood v Freeloader Ltd [1977] IRLR 455
Bradley v Opperman Gears Ltd [1975] IRLR 13
Sherrad v Tangye-Epco Ltd [1975] IRLR 106
Lambsdale v HMSO [1975] IRLR 239
Day v Diemer & Reynolds Ltd [1975] IRLR 298
Hopper v Feedex Ltd [1974] IRLR 99
Hedger v Davy & Co [1974] IRLR 138
Cockcroft v Trendsetter Furniture Ltd [1973] IRLR 6
Bussey v CSW Engineering Ltd [1973] IRLR 9
Newlands v J Howard & Co Ltd [1973] IRLR 9
Butler v J Wendon & Son [1972] IRLR 15
Dolby v British Hovercraft Corporation Ltd [1972] IRLR 113

253.17 Reasonableness in the circumstances: Conduct and capability — Employer responsibility — To inform employee of reason for dismissal
Abernethy v Mott Hay and Anderson [1974] IRLR 213
Greenhalgh v Exors of James Mills Ltd [1973] IRLR 78
Butler v J Wendon & Son [1972] IRLR 15

253.18 Reasonableness in the circumstances: Conduct and capability — Employer responsibility — To attempt to find alternative employment
Bradley v Opperman Gears Ltd [1975] IRLR 13
Kendrick v Concrete Pumping Ltd [1975] IRLR 83
Todd v North East Electricity Board [1975] IRLR 130
Singh v Lyons Maid Ltd [1975] IRLR 328
Fearn v Tayford Motor Co [1975] IRLR 336

253.2 Reasonableness in the circumstances: Conduct and capability — Provocation by superior
Richards v Bulpitt & Sons [1975] IRLR 134

253.3 Reasonableness in the circumstances: Conduct and capability — Penalty related to offence
City of Edinburgh District Council v Stephen [1977] IRLR 135
Thornton v Champion Associated Weavers Ltd [1977] IRLR 385
Meridian Ltd v Gomersall and anor [1977] IRLR 425
Silverstone v ECI (Midlands) Ltd [1976] IRLR 7
Lindsay v Fife Forge Co Ltd [1976] IRLR 47
Rigden-Murphy v Securicor Ltd [1976] IRLR 106
Howe v Gloucester Co-operative Society [1975] IRLR 17
Sewell v Ford Motor Co [1975] IRLR 25
Richards v Bulpitt & Sons [1975] IRLR 134
Ismond v Nelson Coin Automatics [1975] IRLR 173
W F Shortland Ltd v Chantrill [1975] 208 (see also [1974] IRLR 333)
Day v Diemer & Reynolds [1975] IRLR 298
Hilti v Windridge [1974] IRLR 53
Clarkson v Brown, Muff & Co [1974] IRLR 66
Evans v George Galloway & Co Ltd [1974] IRLR 167
Blanchard v DRE Holdings (1971) Ltd [1974] IRLR 266
Blake v Berkel Auto Scale Ltd (1974] IRLR 272
Moore v CEGB [1974] IRLR 296
Williams v Mortimer Fashions Ltd [1974] IRLR 300
Ramroop v H Goldman Ltd [1974] IRLR 313
Chantrill v W F Shortland Ltd [1974] IRLR 333 (see also [1975] IRLR 208)
Morrow v Scottish Special Housing Association [1973] IRLR 40
Bendall v Paine & Betteridge [1973] IRLR 44
Brown v South of Scotland Electricity Board [1973] IRLR 70
Unkles v Milanda Bread Co Ltd [1973] IRLR 76
Greenhalgh v Exors of James Mills Ltd [1973] IRLR 78
Fletcher v Photo Precision Ltd [1973] IRLR 80
Ryder v Scot Bowyers Ltd [1973] IRLR 109
Welsh v Associated Steels & Tools Ltd [1973] IRLR 111
Williams v Loyds Retailers Ltd [1973] IRLR 262
Butler v J Wendon & Son [1972] IRLR 15
McAulay v Cementation Chemicals Ltd [1972] IRLR 71
Maxwell v Grimwood Heating Elements Ltd [1972] IRLR 81
Mawson v Leadgate Engineering Ltd [1972] IRLR 106
Walters v Top Crust Foods Ltd [1972] IRLR 108
Dolby v British Hovercraft Corporation Ltd [1972] IRLR 113

253.4 Reasonableness in the circumstances: Conduct and capability — Injury or illness
The Post Office v Jones [1977] IRLR 422
Finch v Betabake (Anglia) Ltd [1977] IRLR 470
Liverpool Area Health Authority v Edwards [1977] IRLR 471
Anderson v Nairn Floors Ltd [1976] IRLR 2
Singh-Deu v Chloride Metals Ltd [1976] IRLR 56
Marder v ITT Distributors Ltd [1976] IRLR 105
Bowden v The Post Office [1976] IRLR 169
Spencer v Paragon Wallpapers Ltd [1976] IRLR 373
Merseyside & North Wales Electricity Board v Taylor [1975] IRLR 60
Todd v North Eastern Electricity Board [1975] IRLR 130
McPhee v George H Wright [1975] IRLR 132
Crampton v Dacorum Motors [1975] IRLR 168
Luckings v May & Baker Ltd [1974] IRLR 151
Smith v Cameron & Campbell [1974] IRLR 180
Tan v Berry Brothers [1974] IRLR 244
Jeffries v BP Tanker [1974] IRLR 260
Moore v CEGB [1974] IRLR 296
Megennis v Stephen Austin & Sons [1974] IRLR 357
Fitzpatrick v Hobourn Eaton Manufacturing Co Ltd [1973] IRLR 17
Burdekin v Dolan Corrugated Containers Ltd [1972] IRLR 9
Buckhurst v W & C French (Construction) Ltd [1972] IRLR 11
Parrott v Yorkshire Electricity Board [1972] IRLR 75

253.41 Reasonableness in the circumstances: Conduct and capability — Injury or illness — Disabled employee
Pascoe v Hallen & Medway [1975] IRLR 116
Kerr v Atkinson Vehicles (Scotland) Ltd [1974] IRLR 36

253.42 Reasonableness in the circumstances: Conduct and capability — Injury or illness — Compliance with sick pay procedure
Coulson v Felixstowe Dock & Railway Co [1975] IRLR 11
Hardwick v Leeds Area Health Authority [1975] IRLR 319
Kerr v Atkinson Vehicles (Scotland) Ltd [1974] IRLR 36
O'Brien v International Harvester [1974] IRLR 374

253.43 Reasonableness in the circumstances: Conduct and capability — Injury or illness — Warning
Patterson v Messrs Bracketts [1977] IRLR 137
East Lindsey District Council v Daubney [1977] IRLR 181
Williamson v Alcan (UK) Ltd [1977] IRLR 303
Spencer v Paragon Wallpapers Ltd [1976] IRLR 373
Willcox v Hants & Sussex Aviation [1975] IRLR 133
Folan v Huddersfield Corporation [1974] IRLR 145
Case v Group 4 Total Security [1974] IRLR 368
Ahearn v National Coal Board [1974] IRLR 372
Casey v Joseph Dawson Ltd [1973] IRLR 15
Field v Leslie & Godwin Ltd [1972] IRLR 12
Wilson v Weatherseal Windows Ltd [1972] IRLR 13
James v H G Bainbridge [1972] IRLR 52
Taylor v C G Southcott & Co Ltd [1972] IRLR 78

253.44 Reasonableness in the circumstances: Conduct and capability — Injury or illness — Attempt to find alternative employment
Spencer v Paragon Wallpapers Ltd [1976] IRLR 373

253.5 Reasonableness in the circumstances: Conduct and capability — Summary dismissal
Conway v Matthew Wright & Nephew Ltd [1977] IRLR 89
Graham v Anthony Todd (Haulage) [1975] IRLR 45
Treganowan v Robert Knee [1975] IRLR 247
Fowler v Cammell Laird (Shipbuilders) Ltd [1973] IRLR 72
McCabe v County of Lanark [1973] IRLR 75
McGibbon v Gillespie Building Co Ltd [1973] IRLR 105
Shipside (Ruthin) Ltd v TGWU [1973] IRLR 244
O'Brien v Boots Pure Drug Co [1973] IRLR 261
Mathieson v W J Noble & Son Ltd [1972] IRLR 76
Earl v Slater & Wheeler (Airlyne) Ltd [1972] IRLR 115

253.51 Reasonableness in the circumstances: Conduct and capability — Summary dismissal — Serious negligence
Turner v Pleasurama Casinos Ltd [1976] IRLR 151
Alidair Ltd v Taylor [1976] IRLR 420
Hedges v Messrs Phillips & Drew [1975] IRLR 15
Howe v Gloucester Co-operative Society [1975] IRLR 17
Jones v London Co-operative Society [1975] IRLR 110
Potter v W J Rich & Sons [1975] IRLR 338
Barber v Makro Self-Service Wholesalers Ltd [1975] IRLR 361
Comerford v Swel Foods Ltd [1972] IRLR 17

253.52 Reasonableness in the circumstances: Conduct and capability — Summary dismissal — Violence
Stevenson v Golden Wonder Ltd [1977] IRLR 474
Sherrier v Ford Motor Co Ltd [1976] IRLR 141

253.53 Reasonableness in the circumstances: Conduct and capability — Summary dismissal — Dishonesty
Refund Rentals Ltd v McDermott [1977] IRLR 59
Tesco Group of Companies Ltd v Hill [1977] IRLR 63
Torr v British Railways Board [1977] IRLR 184
Parkers Bakeries Ltd v Palmer [1977] IRLR 215
Davies v GKN Birwelco Ltd [1976] IRLR 82
Jones v London Co-operative Society [1975] IRLR 110
Clarkson v Brown, Muff & Co [1974] IRLR 66
How v Tesco Stores [1974] IRLR 194

253.54 Reasonableness in the circumstances: Conduct and capability — Summary dismissal — Theft
Trust Houses Forte Hotels Ltd v Murphy [1977] IRLR 186
Carr v Alexander Russell & Co Ltd [1976] IRLR 220
Carr v Alexander Russell & Co Ltd [1975] IRLR 49
Donson and anor v Conoco Ltd [1973] IRLR 258
Robb v Mersey Insulation Co Ltd [1972] IRLR 18

253.55 Reasonableness in the circumstances: Conduct and capability — Summary dismissal — Gross misconduct
James v Cory Distribution [1977] IRLR 248
Singh v London Country Bus Services [1976] IRLR 176
W A McPhail v Gibson [1976] IRLR 254
Page v East Midlands Electricity Board [1975] IRLR 21
Sewell v Ford Motor Co [1975] IRLR 25
King v Motorway Tyres & Accessories [1975] IRLR 51
Blanchard v DRE Holdings (1971) Ltd [1974] IRLR 266
Blake v Berkel Auto Scale Co Ltd [1974] IRLR 272
Newlands v J Howard & Co [1973] IRLR 9
Ross v Aquascutum Ltd [1973] IRLR 107
Williams v Loyds Retailers Ltd [1973] IRLR 262
Abercrombie v Alexander Thomson & Co [1973] IRLR 326

253.6 Reasonableness in the circumstances: Conduct and capability — Breach of contract
Finch v Betabake (Anglia) Ltd [1977] IRLR 470
Archer v Cheshire & Northwich Building Society [1976] IRLR 281
Esson v LTE [1975] IRLR 48
Tovey v F & F Robinson (Stockton-on-Tees) [1975] IRLR 139
Paviour and anor v Whitton's Transport (Cullompton) [1975] IRLR 258
Wilson v Flitwick Frames [1975] IRLR 261
Singh v Lyons Maid [1975] IRLR 328
Roustoby v British Cocoa Mills Ltd [1973] IRLR 103
Ross v Aquascutum Ltd [1973] IRLR 107
Walmsley v UDEC Refrigeration Ltd [1972] IRLR 80
Dobson and anor v K P Morritt Ltd [1972] IRLR 99
Hann and anor v Crittall-Hope Ltd [1972] IRLR 102
Mawson v Leadgate Engineering Ltd [1972] IRLR 105
Connor v Halfords Ltd [1972] IRLR 109

253.7 Reasonableness in the circumstances: Conduct and capability — Effect of criminal conviction
Hendry v Scottish Liberal Club [1977] IRLR 5
Singh v London Country Bus Services [1976] IRLR 176
Creffield v British Broadcasting Corporation [1975] IRLR 23
Jones v R M Douglas Construction [1975] IRLR 175
Richardson v City of Bradford Metropolitan Council [1975] IRLR 296
Gardiner v Newport County Borough Council [1974] IRLR 262

253.8 Reasonableness in the circumstances: Conduct and capability — Industrial action
Johns and anor v Trust Houses Forte [1975] IRLR 36
Worsnip and ors v Hawke Cable Glands [1975] IRLR 41
Mordecai v Jacob Beatus [1975] IRLR 170
McQuade v Scotbeef [1975] IRLR 332
Brown v South of Scotland Electricity Board [1973] IRLR 70
Seed v Crowther (Dyers) Ltd [1973] IRLR 199
Dobson and ors v K P Morritt Ltd [1972] IRLR 99

253.9 Reasonableness in the circumstances: Conduct and capability — Other
Hamblin v London Borough of Ealing [1975] IRLR 354

254 Reasonableness in the circumstances: Redundancy
Vickers Ltd v Smith [1977] IRLR 11
Lifeguard Assurance Ltd v Zadrozny and anor [1977] IRLR 56
Thorn v Meggitt Engineering Ltd [1976] IRLR 241
Moon and ors v Homeworthy Furniture (Northern) Ltd [1976] IRLR 298
Higgs & Hill Ltd v Singh [1976] IRLR 299
Jackson v General Accident [1976] IRLR 338
British Ohvetti v Kay [1975] IRLR 29
Tomson v Fraser Pearce [1975] IRLR 54
Calvert v Allison's (Gravel Pits) Ltd [1975] IRLR 71
Oxley v Tarmac Roadstone Holdings [1975] IRLR 100
Boothby V Kingston Craftsmen [1975] IRLR 138
Keepin v Hurn Brothers Ltd [1975] IRLR 141
Wooding v Stoves Ltd [1975] IRLR 198
Beardmore v Westinghouse Brake & Signal Co Ltd [1975] IRLR 310
Grace v Sumlock Comptometer Ltd [1974] IRLR 141
Reeves v Wm Kingham & Sons Ltd [1974] IRLR 142
Blair Moore v Girling's Ferro-Concrete [1974] IRLR 294
Farthing v Midland Household Stores Ltd [1974] IRLR 354
Axe v British Domestic Appliances Ltd [1973] IRLR 58
Clarkson International Tools Ltd v Short [1973] IRLR 90
Rigby v British Steel Corporation [1973] IRLR 241
Bessenden Properties Ltd v Cornes [1973] IRLR 365
Shanahan v Cunard Steamship Co Ltd [1972] IRLR 83

254.1 Reasonableness in the circumstances: Redundancy — Attempt to find alternative employment
British United Shoe Machinery Co Ltd v Clarke [1977] IRLR 297
Kelly v Uphostery & Cabinet Works (Amesbury) Ltd [1977] IRLR 91
Dixon v BBC, Constanti v BBC, Throsby v Imperial College and Gwent CC v Lane [1977] IRLR 337
Wilson v Underhill House School Ltd [1977] IRLR 475
Hammond-Scott v Elizabeth Arden Ltd [1976] IRLR 166
Modern Injection Moulds v Price [1976] IRLR 172
Quinton Hazell Ltd v Earl [1976] IRLR 296
George Whiley Ltd v Anderson and anor [1976] IRLR 293
Shaw v Garden King Frozen Foods Ltd [1975] IRLR 98
Smith v Collinsons Precision Screw Co Ltd [1975] IRLR 196
O'Reilly v Welwyn & Hatfield District Council [1975] IRLR 334
Sudders v The Prestige Group [1975] IRLR 367
Perks v Geest Industries [1974] IRLR 228
Field v Pirelli General Cable Works [1974] IRLR 230
Allwood v William Hill (North East) [1974] IRLR 258
Marcus v George Wimpey & Co [1974] IRLR 356
Vokes Ltd v Bear [1973] IRLR 363

254.2 Reasonableness in the circumstances: Redundancy — Elimination of overtime/short-time working
Lloyd v Standard Pulverised Fuel Co Ltd [1976] IRLR 115

254.3 Reasonableness in the circumstances: Redundancy — Warning
Whyte v Burmah Oil Trading Ltd [1976] IRLR 86
Hammond-Scott v Elizabeth Arden Ltd [1976] IRLR 166
George Whiley Ltd v Anderson and anor [1976] IRLR 293
Jackson v General Accident [1976] IRLR 338
Delanair Ltd v Mead [1976] IRLR 340
Costello v United Asphalt Co Ltd [1975] IRLR 194
Smith v Collinsons Precision Screw Co Ltd [1975] IRLR 196
O'Reilly v Welwyn & Hatfield District Council [1975] IRLR 334
Short v Clarkson International Tools Ltd [1973] IRLR 49
Rigby v British Steel Corporation [1973] IRLR 241

254.4 Reasonableness in the circumstances: Redundancy — Consultation
Kelly v Uphostery & Cabinet Works (Amesbury) Ltd [1977] IRLR 91
North East Midlands Co-operative Society v Allen [1977] IRLR 212
British United Shoe Machinery Co Ltd v Clarke [1977] IRLR 297
Barley and ors v Amey Roadstone Corporation Ltd [1977] IRLR 299
Forman Construction Ltd v Kelly [1977] IRLR 468
Wilson v Underhill House School Ltd [1977] IRLR 475
Whyte v Burmah Oil Trading Ltd [1976] IRLR 86
George Whiley Ltd v Anderson and anor [1976] IRLR 293
Delanair Ltd v Mead [1976] IRLR 340
Costello v United Asphalt Co Ltd [1975] IRLR 194
Norton v Chemidus Wavin Ltd [1975] IRLR 294
Short v Clarkson International Tools Ltd [1973] IRLR 49
Rigby v British Steel Corporation [1973] IRLR 241

254.5 Reasonableness in the circumstances: Redundancy — Basis of selection
Bristol Channel Ship Repairers Ltd v O'Keefe and ors and Lewis [1977] IRLR 13
Village v Bibby & Baron (Leominster) Ltd [1977] IRLR 50
Joines v B & S (Burknall) Ltd [1977] IRLR 83
Forman Construction Ltd v Kelly [1977] IRLR 468
McAree v GKN Sankey Ltd [1976] IRLR 58
Bray v Tarmac Construction Ltd [1976] IRLR 86
Whyte v Burmah Oil Trading Ltd [1976] IRLR 86
Grundy (Teddington) Ltd v Willis [1976] IRLR 118
Bygott v Woodall-Duckham Ltd [1976] IRLR 168
O'Reilly v Welwyn & Hatfield District Council [1975] IRLR 334
Sudders v The Prestige Group [1975] IRLR 367
Bessenden Properties Ltd v Cornes [1974] IRLR 338
Hollies v Principal Patterns & Engineering Co Ltd [1973] IRLR 165

254.51 Reasonableness in the circumstances: Redundancy — Basis of selection — Seniority
Shaw v Garden King Frozen Foods Ltd [1975] IRLR 98
Dorrell and anor v Engineering Development (Farnborough) Ltd [1975] IRLR 234

254.8 Reasonableness in the circumstances: Redundancy — Dismissal of apprentice
Paviour and anor v Whitton's Transport (Cullompton) Ltd [1975] IRLR 258

255 Reasonableness in the circumstances: Statutory restriction
Sutcliffe & Eaton Ltd v Pinney [1977] IRLR 349
Fearn v Tayford Motor Co [1975] IRLR 336
Appleyard v F M Smith (Hull) Ltd [1972] IRLR 19

256 Reasonableness in the circumstances: Other substantial reason
Hendry v Scottish Liberal Club [1977] IRLR 5
Small v Lex Mead Southampton [1977] IRLR 48
Industrial Rubber Products v Gillon [1977] IRLR 389
Smithson v Sydney Chambers & Co Ltd [1976] IRLR 13
Sarvent and ors v CEGB [1976] IRLR 66
Sycamore v H Myer & Co Ltd [1976] IRLR 84
Cohen v London Borough of Barking [1976] IRLR 416
Ellis v Brighton Co-operative Society [1976] IRLR 419

Creffield v British Broadcasting Corporation [1975] IRLR 23
Treganowan vRobert Knee [1975] IRLR 112
Tovey v F & F Robinson (Stockton-on-Tees) [1975] IRLR 139
Robinson v Flitwick Frames [1975] IRLR 261
Flude v The Post Office [1975] IRLR 330
Oliver v Sperry Vickers [1975] IRLR 358
Blackman v The Post Office [1974] IRLR 46
Moreton v Selby Protective Clothing Co Ltd [1974] IRLR 269
Betts v D Beresford [1974] IRLR 271
Pearman v J I Case [1974] IRLR 309
Megennis v Stephen Austin & Sons [1974] IRLR 357
Durrant v Clariston Clothing Co Ltd [1974] IRLR 360
Muggridge and anor v East Anglia,Plastics Ltd [1973] IRLR 163
Eveleigh v George C S Wilson [1973] IRLR 323
Foot v Eastern Counties Timber Ltd [1972] IRLR 83
Farr v Hoveringham Gravels Ltd [1972] IRLR 104

257 Equity and substantial merits of the case
Jeffrey v Laurence Scott & Electromotors Ltd [1977] IRLR 466
Chrystie v Rolls-Royce (1971) Ltd [1976] IRLR 336
Wooding and ors v Stoves [1975] IRLR 198
Coulson v Felixstowe Dock & Railway Co [1975] IRLR 11
Knighton v Henry Rhodes [1974] IRLR 71
Maris v Rotherham CBC [1974] IRLR 147
Luckings v May & Baker Ltd [1974] IRLR 151
Mazurek v California Dress Co Ltd [1974] IRLR 268
Greenhalgh v Exors of James Mills Ltd [1973] IRLR 78
Hollies v Principal Patterns & Engineering Co Ltd [1973] IRLR 165
Jones v GEC Elliott Automation Ltd [1972] IRLR 111
Earl v Slater & Wheeler (Airlyne) Ltd [1972] IRLR 115

258 Interests of the business
Cook v Thomas Linnell & Sons Ltd [1977] IRLR 132
Boychuk v H J Symons Holdings Ltd [1977] IRLR 395
Coulson v Felixstowe Dock & Railway Co [1975] IRLR 11
Cassidy v H C Goodman [1975] IRLR 86
Jones v London Co-operative Society [1975] IRLR 110
Treganowan y Robert Knee [1975] IRLR 112
Pascoe v Hallen & Medway [1975] IRLR 116
Mordecai v Jacob Beatus [1975] IRLR 170
Ali v Tillotsons Containers [1975] IRLR 272
Comer v Cochrane's Landscapes [1975] IRLR 302
Luckings v May & Baker Ltd [1974] IRLR 151
Finnerty v Devro Ltd [1974] IRLR 175
Goldsmith v RIBA Services [1974] IRLR 176
Frame v McKean & Graham [1974] IRLR 179
Moreton v Selby Protective Clothing Co Ltd [1974] IRLR 269
Durrant v Clariston Clothing Co Ltd [1974] IRLR 360
Eveleigh v George C S Wilson [1973] IRLR 323
Taylor v Associated Country Women of the World [1973] IRLR 324

261 Dismissal and industrial action — Strike
Frank Jones (Tipton) Ltd v Stock [1977] IRLR 278
Thompson and ors v Eaton Ltd [1975] IRLR 8
Brown v William Press Ltd [1975] IRLR 8
Johns and anor v Trust Houses Forte [1975] IRLR 36
McQuade v Scotbeef Ltd [1975] IRLR 332
Lomax v Ladbroke Racing [1975] IRLR 363
Seed v Crowther (Dyers) Ltd [1973] IRLR 199
Heath and anor v J F Longman (Meat Salesman) Ltd [1973] IRLR 214

262 Dismissal and industrial action — Other industrial action
Thompson and ors v Eaton Ltd [1976] IRLR 308
Dobson and ors v K P Morritt Ltd [1972] IRLR 99

263 Dismissal and industrial action — Selection for dismissal
Frank Jones (Tipton) Ltd v Stock [1977] IRLR 278

265 Dismissal and industrial action — Inadmissible reason
Frank Jones (Tipton) Ltd v Stock [1977] IRLR 278
McQuade v Scotbeef Ltd [1975] IRLR 332

266 Dismissal and industrial action — Date of dismissal
Frank Jones (Tipton) Ltd v Stock [1977] IRLR 278
Johns and anor v Trust Houses Forte [1975] IRLR 36
Heath and anor v J F Longman (Meat Salesman) Ltd [1973] IRLR 214

267 Dismissal and industrial action — Date of resumption of work
Brown v William Press Ltd [1975] IRLR 8

268 Dismissal and industrial action — Pressure on employer to dismiss
Trend v Chiltern Hunt Ltd [1977] IRLR 66
McColm v Agnew & Lithgow Ltd [1976] IRLR 13
Dunbar v Ford Motor Co [1975] IRLR 178
Wooding and ors v Stoves Ltd [1975] IRLR 198
Coleman v Tolemans Delivery Service Ltd [1973] IRLR 67

272 Re-employment — Where practicable
George v Beecham Group [1977] IRLR 43
Meridian Ltd v Gomersall and anor [1977] IRLR 425
Sarvent and ors v CEGB [1976] IRLR 66
Todd v North Eastern Electricity Board [1975] IRLR 130
Pringle v Lucas Industrial Equipment [1975] IRLR 266
Bateman v British Leyland [1974] IRLR 101
Langston v Chrysler and AUEW [1974] IRLR 182
Coleman and anor v Magnet Joinery Ltd [1974] IRLR 343 — CA (see also [1973] IRLR 361)
Farthing v Midland Household Stores Ltd [1974] IRLR 354
O'Brien v International Harvester [1974] IRLR 374
Wiggins v The Lewis Shops Group [1973] IRLR 114
Coleman and anor v Magnet Joinery Ltd [1973] IRLR 361 — NIRC (see also [1974] IRLR 343)
Field v Leslie & Godwin Ltd [1972] IRLR 12
Dobson and ors v K P Morritt Ltd [1972] IRLR 99

273 Re-employment — In accordance with equity
Meridian Ltd v Gomersall and anor [1977] IRLR 425
Sarvent and ors v CEGB [1976] IRLR 66

274 Re-employment — Reinstatement/re-engagement
George v Beecham Group [1977] IRLR 43
Goodbody v British Railways Board [1977] IRLR 84
Duncan v GEC Telecommunications Ltd [1976] IRLR 3
Hallet and anor v MAT Transport Ltd [1976] IRLR 5
Rose v Leeds Metal Spinning Co Ltd [1976] IRLR 142
Cave and anor v British Railways Board [1976] IRLR 400
Worsnip and ors v Hawke Cable Glands Ltd [1975] IRLR 41
Todd v North Eastern Electricity Board [1975] IRLR 130
Dorrell and anor v Engineering Developments (Farnborough) Ltd [1975] IRLR 234
Kerr v Atkinson Vehicles (Scotland) Ltd [1974] IRLR 36
Bateman v British Leyland [1974] IRLR 101
Grace v Sumlock Comptometer Ltd [1974] IRLR 141
Langston v Chrysler and AUEW [1974] IRLR 182
Coleman and anor v Magnet Joinery Ltd [1974] IRLR 343
Newlands v J Howard & Co Ltd [1973] IRLR 9
Whitaker v Milk Marketing Board [1973] IRLR 100
Roustoby v British Cocoa Mills Ltd [1973] IRLR 103
Shipside (Ruthin) Ltd v TGWU [1973] IRLR 244
Newman v T H White Motors Ltd [1972] IRLR 49
Aldridge v Dredging and Construction Co Ltd [1972] IRLR 67
Stanton v Woolfenden's Cranes Ltd [1972] IRLR 82
Dobson and ors v K P Morritt Ltd [1972] IRLR 99

274.6 Re-employment — Reinstatement/re-engagement — Terms
Duncan v GEC Telecommunications Ltd [1976] IRLR 3
Rose v Leeds Metal Spinning Co Ltd [1976] IRLR 142
Morrow v Scottish Special Housing Association [1973] IRLR 40
Dobson and ors v K P Morritt Ltd [1972] IRLR 99

274.63 Re-employment — Reinstatement/re-engagement — Terms — Compensation, interim loss
Worsnip and ors v Hawke Cable Glands Ltd [1975] IRLR 41
Allwood v William Hill (North East) [1974] IRLR 258

274.65 Re-employment — Reinstatement/re-engagement — Terms — Repayment of redundancy payment
Allwood v William Hill (North East) [1974] IRLR 258

275 Interim relief
Forsyth v Fry's Metals Ltd [1977] IRLR 243
Brown v G Percy Trentham Ltd [1976] IRLR 279
Farmeary v Veterinary Drug Co Ltd [1976] IRLR 322

281 Compensation — Just and equitable in all the circumstances
Trend v Chiltern Hunt Ltd [1977] IRLR 66
Help the Aged Housing Association (Scotland) Ltd v Vidler [1977] IRLR 104
Tidman v Aveling Marshall Ltd [1977] IRLR 218
W Devis & Sons Ltd v Atkins [1977] IRLR 315
Fougere v Phoenix Motor Co Ltd [1976] IRLR 259
Reeves v Wm Kingham & Sons Ltd [1974] IRLR 142
Maris v Rotherham CBC [1974] IRLR 147
Morrish v Henlys (Folkestone) Ltd [1973] IRLR 61
Clarkson International Tools Ltd v Short [1973] IRLR 90
A G Bracey v Iles [1973] IRLR 210
Harris & Russell Ltd v Slingsby [1973] IRLR 221
Morris v Gestetner Ltd [1973] IRLR 313
York Trailer Co Ltd v Sparkes [1973] IRLR 348
Beaton v Anglo Continental School of English [1972] IRLR 42
Lumb v Charcon Pipes Ltd [1972] IRLR 73
Norton Tool Co v Tewson [1972] IRLR 86
Earl v Slater & Wheeler (Airlyne) Ltd [1972] IRLR 115

282 Compensation — Expenses
Yeats v Fairey Winches [1974] IRLR 362
Draper v Kraft Foods Ltd [1973] IRLR 328

283 Compensation — Compensatory award (loss of earnings and other benefits)
George v Beecham Group [1977] IRLR 43
Lifeguard Assurance Ltd v Zadrozny and anor [1977] IRLR 56
Trend v Chiltern Hunt Ltd [1977] IRLR 66
Help the Aged Housing Association (Scotland) Ltd v Vidler [1977] IRLR 104
W Devis & Sons Ltd v Atkins [1977] IRLR 315
Blackwell v GEC Elliott Process Automation Ltd [1976] IRLR 144
McLean v Paris Travel Service Ltd [1976] IRLR 202
Carr v Alexander Russell Ltd [1976] IRLR 220
Fougere v Phoenix Motor Co Ltd [1976] IRLR 259
Shaw v Garden King Frozen Foods Ltd [1975] IRLR 98
Davison v Kent Meters Ltd [1975] IRLR 145
Smith v Cameron & Campbell [1974] IRLR 180
Smith v Cameron & Campbell [1974] IRLR 202
Perks v Geest Industries [1974] IRLR 228
Marcus v George Wimpey & Co [1974] IRLR 356
Millington v T H Goodwin and Sons [1974] IRLR 379
Clarkson International Tools Ltd v Short [1973] IRLR 90
Roustoby v British Cocoa Mills Ltd [1973] IRLR 103
Springbank Sand & Gravel Co Ltd v Craig [1973] IRLR 278
Gray v Brooke Marine Ltd [1973] IRLR 330
Bessenden Properties Ltd v Corness [1973] IRLR 365
Butler v J Wendon & Son [1972] IRLR 15
Hewitson v Anderton Springs Ltd [1972] IRLR 56

283.1 Compensation — Compensatory award (loss of earnings and other benefits) — Past
Adda International v Curcio [1976] IRLR 425
Costello v United Asphalt Co Ltd [1975] IRLR 194
Barber v Makro Self-Service Wholesalers Ltd [1975] IRLR 361
Murphy Telecommunications Ltd v Henderson and anor [1974] IRLR 51
A G Bracey v Iles [1973] IRLR 210
Abercrombie v Alexander Thomson & Co Ltd [1973] IRLR 326
Mathieson v W J Noble & Son Ltd [1972] IRLR 76
Blower v C G Southcott & Co Ltd [1972] IRLR 78
Norton Tool Co v Tewson [1972] IRLR 86

283.2 Compensation — Compensatory award (loss of earnings and other benefits) — Future
Tidman v Aveling Marshall Ltd [1977] IRLR 218
British United Shoe Machinery Co Ltd v Clarke [1977] IRLR 297
Barley and ors v Amey Roadstone Corporation Ltd [1977] IRLR 299
Pagano v HGS [1976] IRLR 9
MacNeilage v Arthur Roye (Turf Accountants) Ltd [1976] IRLR 88
Fougere v Phoenix Motor Co Ltd [1976] IRLR 259
Barrel Plating and Phosphating Co Ltd v Danks [1976] IRLR 262
Chrystie v Rolls-Royce (1971) Ltd [1976] IRLR 336
Delanair Ltd v Mead [1976] IRLR 340
British Olivetti Ltd v Kay [1975] IRLR 29
Shaw v Garden King Frozen Foods Ltd [1975] IRLR 98
Paviour and anor v Whitton's Transport (Cullompton) Ltd [1975] IRLR 258
Hilti (GB) Ltd v Windridge [1974] IRLR 53
Bateman v British Leyland [1974] IRLR 101
John Millar & Sons Ltd v Quinn [1974] IRLR 107
Evans v George Galloway & Sons Ltd [1974] IRLR 167
Donnelly v Feniger & Blackburn Ltd [1973] IRLR 26
Scottish Co-operative Wholesale Society v Lloyd [1973] IRLR 93
Winterhalter Gastronom Ltd v Webb [1973] IRLR 120
Draper v Kraft Foods Ltd [1973] IRLR 328
York Trailer Co Ltd v Sparkes [1973] IRLR 348
Vokes Ltd v Bear [1973] IRLR 363
Wood v Louis C Edwards & Sons Ltd [1972] IRLR 18
Norton Tool Co v Tewson [1972] IRLR 86

283.21 Compensation — Compensatory award (loss of earnings and other benefits) — Future — Short term
Adda International Ltd v Curcio [1976] IRLR 425

Chriss v John Lichfield Ltd [1975] IRLR 28
Vaughan v Weighpack Ltd [1974] IRLR 105
Gill v Harold Andrews Sheepbridge Ltd [1974] IRLR 109
John Brignell & Co Ltd (Builders) v Bishop [1974] IRLR 157
Imperial London Hotels Ltd v Cooper [1974] IRLR 199
Yeats v Fairey Winches [1974] IRLR 362
Coleman v Tolemans Delivery Service Ltd [1973] IRLR 67
Tiptools Ltd v Curtis [1973] IRLR 276
J C McKinney v Bieganek [1973] IRLR 311

283.22 Compensation — Compensatory award (loss of earnings and other benefits) — Future — Long term
Young's of Gosport Ltd v Kendell [1977] IRLR 433
Isle of Wight Tourist Board v Coombes [1976] IRLR 413
Adda International Ltd v Curcio [1976] IRLR 425
W F Shortland Ltd v Chantrill [1975] IRLR 208
Day v Diemer & Reynolds Ltd [1975] IRLR 298
Vaughan v Weighpack Ltd [1974] IRLR 105
Gill v Harold Andrews Sheepbridge Ltd [1974] IRLR 109
Imperial London Hotels Ltd v Cooper [1974] IRLR 199
Copson and anor v Eversure Accessories Ltd [1974] IRLR 247
Lancaster v Anchor Hotels and Taverns Ltd [1973] IRLR 13
Lloyd v Scottish Co-operative Wholesale Society [1973] IRLR 45
Penprase v Mander Brothers Ltd [1973] IRLR 167

283.3 Compensation — Compensatory award (loss of earnings and other benefits) — Present
Hilti (GB) Ltd v Windridge [1974] IRLR 53
Bateman v British Leyland [1974] IRLR 101
J C McKinney v Bieganek [1973] IRLR 311

283.5 Compensation — Compensatory award (loss of earnings and other benefits) — Loss of protection against unfair dismissal
Powrmatic Ltd v Bull [1977] IRLR 144
Vaughan v Weighpack Ltd [1974] IRLR 105
York Trailer Co Ltd v Sparkes [1973] IRLR 348
Norton Tool Co v Tewson [1972] IRLR 86

283.6 Compensation — Compensatory award (loss of earnings and other benefits) — Loss arising from manner of dismissal
Tomson v Fraser Pearce Ltd [1975] IRLR 54
Wiggins v The Lewis Shops Group [1973] IRLR 114
Norton Tool Co v Tewson [1972] IRLR 86

283.7 Compensation — Compensatory award (loss of earnings and other benefits) — Loss of pension rights
Powrmatic Ltd v Bull [1977] IRLR 144
Garner v Grange Furnishing Ltd [1977] IRLR 206
Tidman v Aveling Marshall Ltd [1977] IRLR 218
Smith, Kline & French Laboratories Ltd v Coates [1977] IRLR 220
Cawthorn & Sinclair Ltd v Hedger [1974] IRLR 49
Hilti (GB) Ltd v Windridge [1974] IRLR 53
John Millar & Sons Ltd v Quinn [1974] IRLR 107
Gill v Harold Andrews Sheepbridge Ltd [1974] IRLR 109
Copson and anor v Eversure Accessories Ltd [1974] IRLR 247
Scottish Co-operative Wholesale Society v Lloyd [1973] IRLR 93
Penprase v Mander Brothers Ltd [1973] IRLR 167
J C McKinney v Bieganek [1973] IRLR 311

283.8 Compensation — Compensatory award (loss of earnings and other benefits — Loss of service-related notice entitlement
Hilti (GB) Ltd v Windridge [1974] IRLR 53

284 Compensation — Mitigation of loss
Smith, Kline & French Laboratories Ltd v Coates [1977] IRLR 220
Haspell v Rostron & Johnson Ltd [1976] IRLR 50
Lloyd v Standard Pulverised Fuel Co Ltd [1976] IRLR 115
Barrel Plating and Phosphating Co Ltd v Danks [1976] IRLR 262
Willcox v Hants & Sussex Aviation Ltd [1975] IRLR 133
Dunbar v Ford Motor Co [1975] IRLR 178
Hardwick v Leeds Area Health Authority [1975] IRLR 319
O'Reilly v Welwyn & Hatfield District Council [1975] IRLR 334
Archbold Freightage Ltd v Wilson [1974] IRLR 10
Ramsay v W B Anderson & Sons Ltd [1974] IRLR 164
How v Tesco Stores [1974] IRLR 194
Betts v D Beresford [1974] IRLR 271
Bessenden Properties Ltd v Corness [1974] IRLR 338 — CA (see also [1973] IRLR 365)
Fletcher v Photo Precision Ltd [1973] IRLR 80
A G Bracey v Iles [1973] IRLR 210
Tiptools Ltd v Curtis [1973] IRLR 276
J C McKinney v Bieganek [1973] IRLR 311
Bessenden Properties Ltd v Corness [1973] IRLR 365 — NIRC (see also [1974] IRLR 338)
Field v Leslie & Godwin Ltd [1972] IRLR 12
Maxwell v Grimwood Heating Elements Ltd [1972] IRLR 81
Dobson and ors v K P Morritt Ltd [1972] IRLR 101

285 Compensation — Contributory fault
Hendry v Scottish Liberal Club [1977] IRLR 5
Western Excavating (ECC) Ltd v Sharp [1977] IRLR 25
Courtney v Babcock & Wilcox (Operations) Ltd [1977] IRLR 30
Patterson v Messrs Bracketts [1977] IRLR 137
Post Office v Mughal [1977] IRLR 178
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W Devis & Sons Ltd v Atkins [1977] IRLR 315
Sutcliffe & Eaton Ltd v Pinney [1977] IRLR 349
Thornton v Champion Associated Weavers Ltd [1977] IRLR 385
Merhlian Ltd v Gomersall and anor [1977] IRLR 425
Hazells Offset Ltd v Luckett [1977] IRLR 430
Kraft Foods Ltd v Fox [1977] IRLR 431
Wood v Freeloader Ltd [1977] IRLR 455
W Devis & Sons Ltd v Atkins [1976] IRLR 16 — HC (see also [1976] IRLR 428)
Bowie v British Leyland UK Ltd [1976] IRLR 48
Hawkins v R B Prickett [1976] IRLR 52
Johnson v Tesco Stores Ltd [1976] IRLR 103
Deegan v T T Norman & Sons Ltd [1976] IRLR 139
Charles Letts & Co Ltd v Howard [1976] IRLR 248
W A McPhail v Gibson [1976] IRLR 254
Barrel Plating and Phosphating Co Ltd v Danks [1976] IRLR 262
Kemp v Shipton Automation Ltd [1976] IRLR 305
Chrystie v Rolls-Royce (1971) Ltd [1976] IRLR 336
Associated Tyre Specialists (Eastern) Ltd v Waterhouse [1976] IRLR 386
W Devis & Sons Ltd v Atkins [1976] IRLR 428—CA (see also [1976] 16)
Hedges v Messrs Phillips & Drew [1975] IRLR 15
Page v East Midlands Electricity Board [1975] IRLR 21
Dunbar v Ford Motor Co [1975] 178
Costello v United Asphalt Co Ltd [1975] IRLR 194
Wooding v Stoves Ltd [1975] IRLR 198
Thomas v Budgen & Co [1975] IRLR 201
W F Shortland v Chantrill [1975] IRLR 208
Cooper v British Steel Corporation [1975] IRLR 308
Jamieson v Aberdeen County Council [1975] IRLR 348
Barber v Makro Self-Service Wholesalers Ltd [1975] IRLR 361
Garratt v Platt International Ltd [1974] IRLR 48
Hilti (GB) Ltd v Windridge [1974] IRLR 53
Gill v Harold Andrews Sheepbridge Ltd [1974] IRLR 109
Maris v Rotherham CBC [1974] IRLR 147
McConvey v British Steel Corporation [1974] IRLR 196
Gillanders v Riding Hall Carpets [1974] IRLR 327
Millington v T H Goodwin & Sons Ltd [1974] IRLR 379
Tobin v Sika Contracts Ltd [1973] IRLR 12
Hackwood v Seal (Marine) Ltd [1973] IRLR 18
Morrish v Henlys (Folkestone) Ltd [1973] IRLR 61
Coleman v Tolemans Delivery Service Ltd [1973] IRLR 67
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Scottish Co-operative Wholesale Society v Lloyd [1973] IRLR 93
Wiggins v The Lewis Shops Group [1973] IRLR 114
Winterhalter Gastronom Ltd v Webb [1973] IRLR 120
Hollies v Principal Patterns & Engineering Co Ltd [1973] IRLR 165
Morris v Gestetner Ltd [1973] IRLR 226
Donson and anor v Conoco Ltd [1973] IRLR 258
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J C McKinney v Bieganek [1973] IRLR 311
York Trailer Co Ltd v Sparkes [1973] IRLR 348
Parrott v Yorkshire Electricity Board [1972] IRLR 75
Taylor v C G Southcott & Co Ltd [1972] IRLR 78
Dobson and ors v K P Morritt Ltd [1972] IRLR 101
Earl v Slater & Wheeler (Airlyne) Ltd [1972] IRLR 115
Street v Wrights Insulations Ltd [1972] IRLR 120

286 Compensation — Additional award
George v Beecham Group [1977] IRLR 43

287 Compensation — Deductions
Powrmatic Ltd v Bull [1977] IRLR 144
Adda International v Curcio [1976] IRLR 425
Hopkins v Nicholas Products Ltd [1974] IRLR 336
Farthing v Midland Household Stores [1974] IRLR 354
Allan v Farnsworth Ltd [1974] IRLR 370
Yorkshire Engineering & Welding Co Ltd v Burnham [1973] IRLR 316
Gray v Brooke Marine Ltd [1973] IRLR 330
Leach v Berger, Jensen & Nicholson [1972] IRLR 58
Norton Tool Co v Tewson [1972] IRLR 86

288 Compensation — Basic award
George v Beecham Group [1977] IRLR 43

289 Compensation — Other
Imperial London Hotels Ltd v Cooper [1974] IRLR 199
Hopkins v Nicholas Products Ltd [1974] IRLR 336
Lloyd v Scottish Co-operative Wholesale Society [1973] IRLR 45
Morr's v Gestetner Ltd [1973] IRLR 313

289.2 Compensation — Loss not within Tribunal's jurisdiction
McPhee v George H Wright [1975] IRLR 132
Treganowan v Robert Knee & Co Ltd [1975] IRLR 247
Potter v W J Rich & Son [1975] IRLR 338
Rosenthal v Louis Butler Ltd [1972] IRLR 39
Norton Tool Co v Tewson [1972] IRLR 86

289.3 Compensation — Manner of dismissal
Vaughan v Weighpack Ltd [1974] IRLR 105
Smith v Cameron & Campbell Ltd [1974] IRLR 202

289.5 Compensation — Review
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291 Representation in Tribunals
Singh v London Country Bus Services [1976] IRLR 176
Dalton v Burton's Gold Medal Biscuits [1974] IRLR 45

292 Costs
Dacres v Wall's Meat Co Ltd [1976] IRLR 20
Singh v Higgs & Hill Ltd [1976] IRLR 116
Neeftes v Crystal Products [1974] IRLR 63
Imperial London Hotels Ltd v Cooper [1974] IRLR 199
Durrant v Baker Oil Tools Ltd [1974] IRLR 290
Raynor v Remploy Ltd [1973] IRLR 3
Penrose v Fairey Surveys Ltd [1973] IRLR 28
Beaton v Anglo Continental School of English [1972] IRLR 42

293 Tribunal procedure
Vickers Ltd v Smith [1977] IRLR 11
Western Excavating (ECC) Ltd v Sharp [1977] IRLR 25
The Gaelic Oil Co Ltd v Hamilton [1977] IRLR 27
Help the Aged Housing Association (Scotland) Ltd v Vidler [1977] IRLR 104
Paterson v Barratt Developments (Aberdeen) Ltd [1977] IRLR 214
Parkers Bakeries Ltd v Palmer [1977] IRLR 215
Tidman v Aveling Marshall Ltd [1977] IRLR 218
Smith, Kline & French Laboratories Ltd v Coates [1977] IRLR 220
Williamson v Atkins (UK) Ltd [1977] IRLR 303
Sutcliffe & Eaton Ltd v Pinney [1977] IRLR 349
Lawrence v London Borough of Newham [1977] IRLR 396
Coward v John Menzies (Holdings) Ltd [1977] IRLR 428
W Devis & Sons Ltd v Atkins [1976] IRLR 16
Moore v Aluminium Platers (Leeds) Ltd [1976] IRLR 23
Ryan Plant International v Price and ors and Secretary of State for Employment [1976] IRLR 25
Blackwell v GEC Elliott Process Automation Ltd [1976] IRLR 144
Singh v London Country Bus Services [1976] IRLR 176
Da Costa v Optolis [1976] IRLR 178
Bates Farms & Dairy Ltd v Scott [1976] IRLR 214
Trust Houses Forte Leisure Ltd v Aquilar [1976] IRLR 251
Adda International v Curcio [1976] IRLR 425
Archer v Cheshire & Northwich Building Society [1976] IRLR 424
British Olivetti v Kay [1975] IRLR 29
Merseyside & North Wales Electricity Board v Taylor [1975] IRLR 60
Jones v London Co-operative Society [1975] IRLR 110
Berkeley Garage (Southampton) v Edmunds [1975] IRLR 125
Wilcox v Humphreys & Glasgow [1975] IRLR 211
Treganowan v Robert Knee [1975] IRLR 247
Ayanlowo v Commissioners of Inland Revenue [1975] IRLR 253
Ruff v T Smith [1975] IRLR 275
Flint v Eastern Electricity Board [1975] IRLR 277

Richardson v City of Bradford Metropolitan Council [1975] IRLR 296
Cooper v British Steel Corporation [1975] IRLR 308
Beardmore v Westinghouse Brake & Signal Co [1975] IRLR 310
Barnes & Taylor v BPC (Business Forms) [1975] IRLR 313
Archbold Freightage v Wilson [1974] IRLR 10
Cawthorn & Sinclair Ltd v Hedger [1974] IRLR 49
Alexander Machinery Ltd v Crabtree [1974] IRLR 56
Mercia Rubber Mouldings Ltd v Lingwood [1974] IRLR 82
Bateman v British Leyland [1974] IRLR 101
Vaughan v Weighpack Ltd [1974] IRLR 105
Gill v Harold Andrews Sheepbridge Ltd [1974] IRLR 109
Brennan v C Lindley [1974] IRLR 153
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Tan v Berry Brothers [1974] IRLR 244
Copson and anor v Eversure Accessories Ltd [1974] IRLR 247
Dada v Metal Box Co Ltd [1974] IRLR 251
Donnelly v Feniger & Blackburn Ltd [1973] IRLR 26
Pethick v Cunard Steamship Co Ltd [1973] IRLR 27
Ross v National Coal Board [1973] IRLR 37
Short v Clarkson International Tools Ltd [1973] IRLR 49
Morrish v Henlys (Folkestone) Ltd [1973] IRLR 61
Clarkson International Tools Ltd v Short [1973] IRLR 90
Davies v Anglo Great Lakes Corporation [1973] IRLR 133
Coates v C J Crispin Ltd [1973] IRLR 211
Owen v Crown House Engineering Ltd [1973] IRLR 223
Rigby v British Steel Corporation [1973] IRLR 241
Sutcliffe v Hawker Siddeley Aviation [1973] IRLR 304
Morris v Gestetner Ltd [1973] IRLR 313
Bessenden Properties Ltd v Corness [1973] IRLR 365

294 Conciliation
Penrose v Fairey Surveys Ltd [1973] IRLR 28
M & W Grazebrook v Wallens [1973] IRLR 139

295 Contribution to compensation
Davies v Anglo Great Lakes Corporation [1973] IRLR 133

296 Voluntary procedure
Glacier Metal Co Ltd v Dyer [1974] IRLR 189

297 No waiver of rights
Biggs v Trend Mills Inc [1973] IRLR 169
Whittaker v British Mail Order Corporation [1973] IRLR 296
Dolby v British Hovercraft Corporation Ltd [1972] IRLR 113

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300 REDUNDANCY PAYMENTS

312 Exclusions and qualifications — Claim in time
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Bentley Engineering Co v Crown and anor [1976] IRLR 146
Hare v Murphy Brothers Ltd [1974] IRLR 342

313 Exclusions and qualifications — 104 weeks' continuous service
Dean v Eastbourne Fishermen's & Boatmen's Protection Society & Club Ltd [1977] IRLR 143
Price v Syd Long (Stockton) Ltd [1976] IRLR 41
Coulson v City of London Polytechnic [1976] IRLR 212
Binns v Versil Ltd [1975] IRLR 273
Cole v Fred Stacey Ltd [1974] IRLR 73
Harold Fielding Ltd v Mansi [1974] IRLR 79

315.1 Exclusions and qualifications — Excluded cases — Work ordinarily outside GB
Costain Civil Engineering Ltd v Draycott [1977] IRLR 17

316 Exclusions and qualifications — Fixed term contracts
British Broadcasting Corporation v Ioannou [1974] IRLR 77
British Broadcasting Corporation v Ioannou [1975] IRLR 184

317 Exclusions and qualifications — Was claim settled?
Galloway v Export Packing Services [1975] IRLR 306

321 Was employee dismissed? — Termination by employer
Devon County Council v Cook [1977] IRLR 188
Burton Group Ltd v Smith [1977] IRLR 351
Maxwell v Walter Howard Designs Ltd [1975] IRLR 77
Burton, Alton & Johnson v Peck [1975] IRLR 87
Grant v Shell Refining & Marketing UK Ltd [1975] IRLR 150
Wigham v J E Woodman [1975] IRLR 204
Whitworth v Bilabbey Ltd [1975] IRLR 206
Futty v Brekkes Ltd [1975] IRLR 130
Sanders v Ernest A Neale Ltd [1974] IRLR 236

322 Was employee dismissed? — Termination by agreement
Boyce and ors v Torquay Cemetery Co [1975] IRLR 80
Burton, Allton & Johnson v Peck [1975] IRLR 87
Grant v Shell Refining & Marketing UK Ltd [1975] IRLR 150
Clarke and ors v Wolsey Ltd [1975] IRLR 154
Sheet Metal Components Ltd v Plumridge and ors [1974] IRLR 86

323 Was employee dismissed? — Resignation
Devon County Council v Cook [1977] IRLR 188
Spencer v Alistair McCowan & Associates [1975] IRLR 34
Grant v Shell Refining & Marketing UK Ltd [1975] IRLR 150
Wigham v J E Woodman [1975] IRLR 204
Brown and anor v W J Fotherby Ltd [1975] IRLR 229
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Hare v Murphy Brothers Ltd [1974] IRLR 342
Trevillion v Hospital of St John & St Elizabeth [1973] IRLR 176
Sutcliffe v Hawker Siddeley Aviation [1973] IRLR 304

324 Was employee dismissed? — Employer repudiation/constructive dismissal
Devon County Council v Cook [1977] IRLR 188
Burroughs Machines v Timmoney and ors [1977] IRLR 404 — CA (see also [1976] IRLR 343)
Waine v R Oliver (Plant Hire) Ltd [1977] IRLR 434
O'Loughlin and ors v Fitzpatrick & Son (Contractors) Ltd [1976] IRLR 39
Breach v Epsylon Industries [1976] IRLR 180
Burroughs Machines Ltd v Timmoney [1976] IRLR 343 (see also [1977] IRLR 404)
D & J McKenzie Ltd v Smith [1976] IRLR 345
Spencer v Alistair McCowan & Associates [1975] IRLR 34
Jewell v Neptune Concrete Ltd [1975] IRLR 147
Samways v Swan Hunter Shipbuilders Ltd [1975] IRLR 190
Foster and anor v Brook Motors Ltd [1975] IRLR 191
Brown and anor v W J Fotherby Ltd [1975] IRLR 229
GEC Telecommunications Ltd v McAllister [1975] IRLR 346
Cole v Fred Stacey Ltd [1974] IRLR 73
Sheet Metal Components Ltd v Plumridge and ors [1974] IRLR 86
Goode & Cooper Ltd v Thompson [1974] IRLR 111
Singh v British Steel Corporation [1974] IRLR 131
Trevillion v Hospital of St John & St Elizabeth [1973] IRLR 176
Lister v Fram Gerrard Ltd [1973] IRLR 302

324.1 Was employee dismissed? — Employer repudiation/constructive dismissal — Change in status, title or grade
Managers (Holborn) Ltd v Hohne [1977] IRLR 230
Coleman v S and W Baldwin [1977] IRLR 342

324.2 Was employee dismissed? — Employer repudiation/constructive dismissal — Change in job content
Coleman v S and W Baldwin [1977] IRLR 342

324.3 Was employee dismissed? — Employer repudiation/constructive dismissal — Change in pay or fringe benefits
Managers (Holborn) Ltd v Hohne [1977] IRLR 230

324.4 Was employee dismissed? — Employer repudiation/constructive dismissal — Change in place of work
Managers (Holborn) Ltd v Hohne [1977] IRLR 230

325 Was employee dismissed? — Frustration of contract
Maxwell v Walter Howard Designs Ltd [1975] IRLR 77
Scarr v F W Goodyear & Sons Ltd [1975] IRLR 166
Hare v Murphy Brothers Ltd [1974] IRLR 342
Hebden v Forsey & Son [1973] IRLR 344
Marshall v Harland & Wolff Ltd [1972] IRLR 90

326 Change in ownership of business
Dhami v Top Spot Night Club [1977] IRLR 231
Boyce and ors v Torquay Cemetery [1975] IRLR 80
Port Talbot Engineering Co v Passmore and anor [1975] IRLR 156
Crompton v Truly Fair (International) [1975] IRLR 250
Newlin Oil Co v Trafford [1974] IRLR 205
Lord Advocate v de Rosa and John Barrie (Contractor) [1974] IRLR 215
Evenden v Guildford City Football Club [1974] IRLR 285

327 Effective date of termination
Coleman v S and W Baldwin [1977] IRLR 342

330 Was dismissal due to redundancy?
Curtis v James Paterson (Darlington) Ltd [1974] IRLR 88

331 Was dismissal due to redundancy? — Onus of proof
Lesney Products & Co Ltd v Nolan and ors [1977] IRLR 77
Burton, Allton & Johnson v Peck [1975] IRLR 87
Johnson and anor v Nottinghamshire Combined Police Authority [1974] IRLR 20
Bumpus v Standard Life [1974] IRLR 232
Midland Foot Comfort Centre v Moppett [1973] IRLR 141

332 Was dismissal due to redundancy? — Cessation of business
Scarr v F W Goodyear & Sons Ltd [1975] IRLR 166
Whitworth v Bilabbey Ltd [1975] IRLR 206

333 Was dismissal due to redundancy? — Diminishing work requirements
Wilson v Underhill House School Ltd [1977] IRLR 475
Denton v Neepsend Ltd [1976] IRLR 164
Litster v M Thom & Sons Ltd [1975] IRLR 47
Simmons v Hoover Ltd [1975] IRLR 263
Oliver v Sperry Vickers Ltd [1975] IRLR 388
Kemp v Robin Knitwear [1974] IRLR 69
Reeves v Wm Kingham & Sons Ltd [1974] IRLR 142
Green v Moyses Stevens Ltd [1974] IRLR 274
Megennis v Stephen Austin & Sons Ltd [1974] IRLR 357
Midland Foot Comfort Centre v Moppett [1973] IRLR 141

333.1 Was dismissal due to redundancy? — Diminishing work requirements — Employees
Lesney Products & Co Ltd v Nolan and ors [1977] IRLR 77
Kykot v Smith Hartley Ltd [1975] IRLR 372

333.2 Was dismissal due to redundancy? — Diminishing work requirements — Particular kind of work
Lesney Products & Co Ltd v Nolan and ors [1977] IRLR 77
Robinson v British Island Airways [1977] IRLR 477
Normanton v Southalls (Birmingham) Ltd [1975] IRLR 74
Foster and anor v Brook Motors Ltd [1975] IRLR 191
Archibald v Rossleigh Chemicals Ltd [1975] IRLR 231
Kykot v Smith Hartley Ltd [1975] IRLR 372
Johnson and anor v Nottinghamshire Combined Police Authority [1974] IRLR 20
Runnalls v Richards & Osborne Ltd [1973] IRLR 124
Sutton v Revlon Overseas Corporation [1973] IRLR 173
Amos and ors v Max-Arc Ltd [1973] IRLR 285

333.3 Was dismissal due to redundancy? — Diminishing work requirements — Place of work
Maxwell v Walter Howard Designs Ltd [1975] IRLR 77
Brennan v Mott, Hay & Anderson [1975] IRLR 305
UKAEA v Claydon [1974] IRLR 6
Rowbotham v Arthur Lee & Sons Ltd [1974] IRLR 377
Sutcliffe v Hawker Siddeley Aviation [1973] IRLR 304

338 Was dismissal due to redundancy? — Employee misconduct
Simmons v Hoover Ltd [1976] IRLR 266
Simmons v Hoover Ltd [1975] IRLR 263
Brennan v Mott, Hay & Anderson [1975] IRLR 305
Sanders v Ernest A Neale Ltd [1974] IRLR 236

340 Offer of alternative employment
Kykot v Smith Hartley Ltd [1975] IRLR 372
Sheet Metal Components Ltd v Plumridge and ors [1974] IRLR 86
Goode & Cooper Ltd v Thompson [1974] IRLR 111
Bumpus v Standard Life [1974] IRLR 232
Rowbotham v Arthur Lee & Sons Ltd [1974] IRLR 377

341 Offer of alternative employment — In writing
Maxwell v Walter Howard Designs Ltd [1975] IRLR 77
Toolan v Beck & Pollitzer Engineering Ltd [1975] IRLR 183
Cole v Fred Stacey Ltd [1974] IRLR 73

342 Offer of alternative employment — Suitability
O'Loughlin and ors v Fitzpatrick & Son (Contractors) Ltd [1976] IRLR 39
Denton v Neepsend Ltd [1976] IRLR 164
John Fowler (Don Foundry) v Parkin and ors [1975] IRLR 89
Clarke and ors v Wolsey [1975] IRLR 154
Toolan v Beck & Pollitzer Engineering Ltd [1975] IRLR 183
Samways v Swan Hunter Shipbuilders [1975] IRLR 190
Archibald v Rossleigh Commercials [1975] IRLR 231

343 Offer of alternative employment — Reasonable refusal
Fuller v Stephanie Bowman (Sales) Ltd [1977] IRLR 87
O'Loughlin and ors v Fitzpatrick & Son (Contractors) Ltd [1976] IRLR 39
Thomas Wragg & Sons v Wood [1976] IRLR 145
Denton v Neepsend Ltd [1976] IRLR 164
Maxwell v Walter Howard Designs Ltd [1975] IRLR 77
John Fowler (Don Foundry) v Parkin and ors [1975] IRLR 89
Toolan v Beck & Pollitzer Engineering Ltd [1975] IRLR 183
Archibald v Rossleigh Commercials [1975] IRLR 231
Brennan v Mott, Hay & Anderson [1975] IRLR 305

350 Lay-off
Jewell v Neptune Concrete [1975] IRLR 147
Hulse v Harry Perry [1975] IRLR 181

370 Calculation of payment
Reeves v William Kingham & Sons Ltd [1974] IRLR 142
Lord Advocate v de Rosa and John Barrie (Contractor) [1974] IRLR 215

371 Calculation of payment — Written statement
Basted and ors v Pell Footwear [1975] IRLR 117

372 Calculation of payment — Continuity of employment
Secretary of State for Employment v Globe Elastic Thread Co Ltd [1977] IRLR 233
Bentley Engineering Co Ltd v Crown and anor [1976] IRLR 146
Port Talbot Engineering Co v Passmore and anor [1975] IRLR 156
Evenden v Guildford City Football Club [1975] IRLR 213 — CA (see also [1974] 285)
Taylor v Triumph Motors & Secretary of State for Employment [1975] IRLR 369
Kolatsis v Rockware Glass [1974] IRLR 240
Evenden v Guildford City Football Club [1974] IRLR 285 — NIRC (see also [1975] IRLR 213)

373 Calculation of payment — Average weekly rate of remuneration
A & B Marcusfield Ltd v Melhuish [1977] IRLR 484
S & U Stores Ltd v Wilkes [1974] IRLR 283

375 Calculation of payment — Normal working hours
Oxley and ors v Tarmac Roadstone Holdings [1975] IRLR 100
Archibald v Rossleigh Commercials [1975] IRLR 231
Gascol Conversions Ltd v Mercer [1974] IRLR 155
Tarmac Roadstone Holdings Ltd v Peacock and ors [1973] IRLR 157

392 Costs
J & H Smith Ltd v Smith [1974] IRLR 59

393 Tribunal procedure
Ryan Plant International v Price and ors and Secretary of State for Employment [1976] IRLR 25
John Fowler (Don Foundry) Ltd v Parkin and ors [1975] IRLR 89
Barnes and anor v BPC (Business Forms) [1975] IRLR 313
GEC Telecommunications v McAllister [1975] IRLR 346

395 Redundancy rebates
Secretary of State for Employment v Globe Elastic Thread Co Ltd [1977] IRLR 233

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400 INDIVIDUAL'S RIGHT TO TRADE UNION MEMBERSHIP AND ACTIVITY
Brown v G Percy Trentham [1976] IRLR 279
Farmeary v Veterinary Drug Co Ltd [1976] IRLR 322

410 Rights as defined
Booker v Top Rank Motorport [1972] IRLR 20
Cotter v Lynch Brothers [1972] IRLR 20
Kenyon v Fred Miller Ltd [1972] IRLR 59

411 Rights as defined — Right to non-membership
Goodbody v British Railways Board [1977] IRLR 84
Saggers v British Railways Board [1977] IRLR 266
Cave and anor v British Railways Board [1976] IRLR 400
Drury v The Bakers' Union [1973] IRLR 171

412 Rights as defined — Right to take part in trade union activity
City of Birmingham District Council v Beyer [1977] IRLR 211
Robb v Leon Motor Services Ltd [1977] IRLR 245
Lyon and anor v St James Press Ltd [1976] IRLR 215
Brennan and anor v Ellward (Lancs) Ltd [1976] IRLR 378
Miller v S T H Rafique [1975] IRLR 70
King v The Post Office [1973] IRLR 55
Crouch v The Post Office [1973] IRLR 178 (see also [1972] 121)
Turner v Yates Bros Wine Lodges Ltd [1972] IRLR 84
Post Office v Crouch and ors [1972] IRLR 121 (see also [1973] 178)

415 Rights as defined — Appropriate time
City of Birmingham District Council v Beyer [1977] IRLR 211
Robb v Leon Motor Services Ltd [1977] IRLR 245
Brennan and anor v Ellward (Lancs) Ltd [1976] IRLR 378

482 Compensation
Brassington and ors v Cauldon Wholesale Ltd [1977] IRLR 479

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500 EQUAL PAY

520 Terms and conditions of employment less favourable
Pointon v University of Sussex [1977] IRLR 294

526 Terms and conditions of employment — Calculation of bonus payment
Anderson v British Olivetti Ltd [1976] IRLR 287

527.1 Terms and conditions of employment — Allowances — Relaxation allowance
Tremlett v Freemans (London SW9) Ltd [1976] IRLR 292

530 Like work
Eaton Ltd v Nuttall [1977] IRLR 71
Ainsworth v Glass Tubes & Components Ltd [1977] IRLR 74
A R W Transformers Ltd v Cupples [1977] IRLR 228
Clay Cross (Quarry Services) Ltd v Fletcher [1977] IRLR 258
Kerr v Lister & Co Ltd [1977] IRLR 259
Meeks v National Union of Agricultural and Allied Workers [1976] IRLR 198
Anderson v British Olivetti Ltd [1976] IRLR 287
Tremlett v Freemans (London SW9) Ltd [1976] IRLR 292
Rice v Scottish Legal Life Assurance [1976] IRLR 330
Sorbie and ors v Trust Houses Forte Hotels Ltd [1976] IRLR 371

531 — Like work — Same work
Piper v Southern Electronic Services [1976] IRLR 102
Sorbie and ors v Trust Houses Forte Hotels Ltd [1976] IRLR 371

532 Like work — Broadly similar
Waddington v Leicester Council for Voluntary Services [1977] IRLR 32
Dugdale and ors v Kraft Foods Ltd [1977] IRLR 160
Dorothy Perkins Ltd v Dance and ors [1977] IRLR 226
Piper v Southern Electronic Services [1976] IRLR 102
Berrett and ors v May & Baker Ltd [1976] IRLR 243
Capper Pass Ltd v Lawton [1976] IRLR 366

533 Like work — Broadly similar — Whether differences are of practical importance
Waddington v Leicester Council for Voluntary Services [1977] IRLR 32
Shields v E Coomes (Holdings) Ltd [1977] IRLR 131
Dugdale and ors v Kraft Foods Ltd [1977] IRLR 160
Dorothy Perkins Ltd v Dance and ors [1977] IRLR 226
Spruce and anor v National Coal Board [1977] IRLR 251
Edmonds v Computer Services (South-West) Ltd [1977] IRLR 359
Hopkinson v E P Publishing Ltd [1976] IRLR 99
Brodie and anor v Startrite Engineering Co Ltd [1976] IRLR 101
Sharp and anor v Mogil Motors (Stirling) Ltd [1976] IRLR 132
Dugdale and ors v Kraft Foods Ltd [1976] IRLR 204 (see also [1976] 368)
Dorman v Hadrian Plastics Ltd [1976] IRLR 207
Hutchinson and ors v Electrolux Ltd [1976] IRLR 289 (see also [1976] 410)
Trico Folberth Ltd v Groves and anor [1976] IRLR 327
Capper Pass Ltd v Lawton [1976] IRLR 366
Dugdale and ors v Kraft Foods Ltd [1976] IRLR 368 (see also [1976] IRLR 204)
Electrolux Ltd v Hutchinson and ors [1976] IRLR 410 (see also [1976] IRLR 289)

533.1 Like work — Broadly similar — Whether differences are of practical importance — Frequency of differences
Buckland v Dowty Rotol Ltd [1976] IRLR 162
Harper v Redland Roof Tiles Ltd [1976] IRLR 208

533.2 Like work — Broadly similar — Whether differences are of practical importance — Nature of differences
Hopkinson v EP Publishing Ltd [1976] IRLR 99
Peskett v Robinsons (Woking) Ltd [1976] IRLR 134
Buckland v Dowty Rotol Ltd [1976] IRLR 162

533.3 Like work — Broadly similar — Whether differences are of practical importance — Extent of differences
Buckland v Dowty Rotol Ltd [1976] IRLR 162

540 Work rated as equivalent
Greene v Broxtowe District Council [1977] IRLR 34
Eaton Ltd v Nuttall [1977] IRLR 71

541 Work rated as equivalent — Equal value
Atkinson and anor v Tress Engineering Co Ltd [1976] IRLR 245

550 Genuine material difference
Waddington v Leicester Council for Voluntary Services [1977] IRLR 32
Peake v Automotive Products Ltd [1977] IRLR 105
A R W Transformers Ltd v Cupples [1977] IRLR 228
Edmonds v Computer Services (South-West) Ltd [1977] IRLR 359
Piper v Southern Electronic Services Ltd [1976] IRLR 102
Atkinson and anor v Tress Engineering Co Ltd [1976] IRLR 245
Capper Pass Ltd v Lawton [1976] IRLR 366

551 Genuine material difference — Merit
Buckland v Dowty Rotol Ltd [1976] IRLR 162

552 Genuine material difference — Grading
Waddington v Leicester Council for Voluntary Services [1977] IRLR 32
National Vulcan Engineering Insurance Co Ltd v Wade [1977] IRLR 109

553 Genuine material difference — Additional contractual obligations
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Trico Folberth v Groves and anor [1976] IRLR 327
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554 Genuine material difference — Experience
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555 Genuine material difference — Special duties
Shields v E Coomes (Holdings) Ltd [1977] IRLR 131
Sharp and anor v Mogil Motors (Stirling) Ltd [1976] IRLR 132

556 Genuine material difference — Personal differential
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556.1 Genuine material difference — Personal differential — Red-circling
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557 Genuine material difference — Historical reasons
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558 Genuine material difference — Location
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559 Genuine material difference — Hours of work
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561 Comparison with employees in other establishments — Common terms and conditions
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581 Damages — Declaration
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582 Damages — Arrears of remuneration
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612.1 Indirect discrimination — Requirement/condition with which fewer women can comply
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612.14 Indirect discrimination — Requirement/condition with which fewer women can comply — Seniority
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612.16 Indirect discrimination — Requirement/condition with which fewer women can comply — Age
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612.2 Indirect discrimination — Whether justifiable
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612.3 Indirect discrimination — To detriment
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613 Discrimination against men
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614 Discrimination against married persons
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615 Relevant circumstances the same or not materially different
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622 Exclusions and exceptions — Claim in time
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624 Exclusions and exceptions — Contractual money benefits
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625 Exclusions and exceptions — Retirement or death provisions
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626 Exclusions and exceptions — Genuine occupational qualification
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626.6 Exclusions and exceptions — Genuine occupational qualifications — Statutory restrictions
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631 Discrimination by employers — Selection arrangements
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Brindley v Tayside Health Board [1976] IRLR 364
Price v Civil Service Commission [1976] IRLR 405

631.4 Discrimination by employers — Selection arrangements — Interview
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632 Discrimination by employers — Terms offered
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633 Discrimination by employers — Refusal to offer employment
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634 Discrimination by employers — Promotion, transfer or training
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635 Discrimination by employers — Benefits, facilities or services
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Price v Civil Service Commission [1976] IRLR 405

636 Discrimination by employers — Dismissal
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McLean v Paris Travel Service Ltd [1976] IRLR 202
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637 Discrimination by employers — Detriments
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646 Other unlawful acts — Aiding unlawful acts
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681.2 Individual remedies — Compensation — Injury to feelings
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683 Individual remedies — Order declaring rights
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1631 Information — In writing
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